



TAMIL NADU STATE COUNCIL FOR HIGHER EDUCATION

NOTICE

Public Consultation on Draft Model Policy on Code of Conduct for Teachers

The Tamil Nadu State Council for Higher Education (TANSCHÉ), established under the TANSCHÉ Act, 1992, is mandated to “co-ordinate and determine standards in institutions for higher education, or research and scientific and technical institutions” in accordance with the guidelines issued by the University Grants Commission (UGC).

Section 10 of the TANSCHÉ Act, 1992, includes the following provisions

- a. promoting and coordinating programmes of Universities and colleges, setting up a monitoring system and monitoring its implementation
- b. examining the statutes, ordinances, and regulations of Universities in the State and suggesting modifications to maintain uniformity in administration,

In line with these mandates, TANSCHÉ has formulated a set of Model Policies to provide a structured framework for governance and administration in institutions across the state.

The first in this series is the **Draft Model Policy on Code of Conduct for Teachers**, which is now being released for public consultation.

TANSCHÉ invites students, faculty members, educational administrators, researchers, policymakers, and members of the public to review the draft and share their valuable feedback to help refine and strengthen the policy framework.

Even after its finalization, this policy will serve only as a model policy — offering benchmarks and guidance for Higher Education Institutions in their pursuit of quality and innovation.

Feedback and suggestions may be submitted via email to **tansche_edu@yahoo.co.in**, with the subject line: “*Draft Model Policy on Code of Conduct for Teachers.*” All inputs must be received **on or before July 26, 2025**.



DRAFT MODEL POLICY ON CODE OF CONDUCT FOR TEACHERS



**TAMIL NADU STATE COUNCIL
FOR HIGHER EDUCATION**

FOREWORD

In a world where knowledge shapes destiny, the role of teachers is shaping not just academic outcomes but also the ethical and professional fabric of the society. This Model Policy on Code of Conduct for Teachers sets forth a unified framework to promote professionalism and inclusive values across Higher Educational Institutions in Tamil Nadu. By setting clear standards across teaching, research, mentorship, and institutional engagement, the policy seeks to elevate the dignity of the teaching profession and cultivate a culture of excellence, inclusivity, and lifelong learning. It is our vision that every teacher, guided by this code, will help lead our institutions into a future of excellence and integrity.

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TABLE OF CONTENT

S.No	CONTENT	PAGE No.
1	Preamble	1
2	General Principles	1
3	Professional Responsibilities	1
4	Ethical Conduct	2
5	Teacher - Student Relationship	3
6	Institutional Responsibilities	3
7	Community and Environmental Responsibility	4
8	Digital and Online Conduct	4
9	Personal Conduct	5
10	Lifelong Learning and Development	5
11	Indicators	7

Code of Conduct for Teachers

Preamble

Teachers hold the unique responsibility of shaping future generations, imparting knowledge, and nurturing values that contribute to societal progress. This Code of Conduct is established to guide teaching staff in universities of Tamil Nadu to uphold the dignity of their profession, foster a culture of excellence in education, and serve as role models for students and the community. By adhering to these principles, educators can ensure the holistic development of students and the advancement of academic and societal goals.

1. General Principles

- Teachers shall uphold the highest standards of integrity, professionalism, and ethical behaviour in all aspects of their roles.
- They shall foster an environment of respect, inclusivity, and equity, reflecting the values of higher education.
- Teachers shall strive to be exemplary role models for students and society, adhering to the ethos and principles of academic excellence.

2. Professional Responsibilities

2.1. Academic Excellence:

- Deliver quality education through effective teaching, curriculum design, and student engagement.
- Continuously enhance subject knowledge and teaching methodologies through professional development.

2.2. Assessment and Evaluation:

- Conduct fair, unbiased, and transparent evaluations of student performance.
- Evaluate student performance impartially in tests, examinations, assignments, practical examinations, dissertations, and theses. Avoid over-marking, under-marking, or any form of victimization.

- Utilize assessment outcomes not only to gauge student learning but also to critically evaluate and enhance the effectiveness of their own teaching methods and the overall academic system.

2.3. Research and Innovation:

- Uphold ethical standards in research and innovation, avoiding plagiarism and data manipulation.
- Encourage interdisciplinary and collaborative research to address societal challenges.

2.4. Contribution to Academic Growth:

- Actively participate in curriculum development and academic initiatives that align with institutional objectives.

3. Ethical Conduct

3.1. Integrity

- Maintain honesty and ethical conduct in teaching, research, and administrative responsibilities

3.2. Professional Boundaries:

- Establish and respect professional boundaries with students, colleagues, and staff, avoiding exploitation or favouritism.

3.3. Conflict of Interest:

- Disclose and manage any potential conflicts of interest that may arise in professional activities.

3.4. Harassment and Discrimination:

- Avoid any form of harassment or unfair treatment on grounds of caste, religion, race, and gender, physical, social, economic, or political characteristics.

4. Teacher-Student Relationship

4.1. Respect and Equality:

- Respect the right and dignity of the student in expressing his or her opinion.
- Treat all students equitably, ensuring inclusivity and fairness in all interactions.

4.2. Mentorship:

- Recognize individual differences in student abilities and strive to meet their needs.
- Encourage students to improve their achievements, develop their personalities, and contribute to community welfare.

4.3. Confidentiality:

- Safeguard the privacy of student information, including academic records and personal details.

5. Institutional Responsibilities

5.1 Policy Compliance:

- Discharge professional responsibilities in accordance with existing rules and adhere to procedures consistent with institutional policies.
- Cooperate with authorities for the betterment of the institution, keeping in view the interest and dignity of the profession.

5.2 Resource Utilization:

- Avoid unauthorized use of university resources or facilities for personal, commercial, political, or other purposes not related to university duties.

5.3 Confidentiality:

- Do not divulge or communicate official documents or confidential information to unauthorized individuals.

- Honour the confidence reposed by the university and use information obtained in the course of official duties appropriately.

6. Community and Environmental Responsibility

6.1. Social Responsibility:

- **Community Engagement:** Participate in extension, co-curricular, and extracurricular activities, including community service. Work to improve education in the community and strengthen the community's moral and intellectual life.
- **National Integration:** Refrain from activities that promote hatred or enmity among different communities, religions, or linguistic groups. Actively work towards national integration and uphold the ideals of democracy, patriotism, and peace.

6.2. Environmental Sustainability:

- Advocate and practice sustainable methods to foster a green and eco-friendly campus.

7. Digital and Online Conduct

7.1. Responsible Use of Technology:

- Use institutional digital platforms and tools for professional purposes in compliance with policies.

7.2. Social Media Ethics:

- Maintain professionalism on social media, refraining from posts or comments that could harm the institution's reputation.

7.3. Data Privacy:

- Ensure compliance with data protection laws, safeguarding digital records and institutional information.

8. Personal Conduct

8.1 Private Affairs Management:

- Manage private affairs in a manner consistent with the dignity of the profession. Avoid habitual indebtedness or insolvency.

8.2 Political Neutrality:

- Refrain from active participation in politics that may cause interference in professional duties.
- Do not associate with movements or organizations that are subversive of law and order or the interests of higher education.

8.3 Public Statements:

- Avoid making public statements or expressing opinions that are defamatory or reflect poorly on the institution or colleagues. This includes communications through media or public forums.

9. Lifelong Learning and Development

- Teachers shall commit to lifelong learning through participation in professional development programs, conferences, and training workshops.
- Universities shall facilitate opportunities for faculty development to enhance their academic and research capabilities.

Conclusion

All teaching staff shall adhere to this code of conduct thereby committing to maintaining integrity, professionalism, and respect, ensuring an enriching academic environment that benefits students, institutions, and society as a whole.

INDICATORS

1. Professional Responsibilities

Academic Excellence:

- Student feedback ratings (above a predefined threshold, e.g., 80%).
- Annual participation in at least one faculty development program.
- Peer review of teaching practices.

Research and Innovation:

- Number of research papers published in indexed journals.
- Participation in interdisciplinary research projects.

Contribution to Academic Growth:

- Participation in curriculum review meetings.
- Contribution to new course development or syllabus revision.
- Implementation of innovative teaching methods

2. Ethical Conduct

- Number of complaints related to discrimination (should be zero or minimal).
- Periodic workshops on diversity and inclusion.

3. Teacher-Student Relationship

Respect and Equality:

- Student satisfaction surveys (target: 80% positive responses).

Mentorship:

- Student mentorship programs with measurable success rates.
- Number of students participating in extracurricular and community activities under his/her guidance.

Confidentiality:

- Compliance with institutional data protection policies.

4. Community and Environmental Responsibility

- Number of community outreach programs conducted.
- Faculty participation in social initiatives.

5. Personal Conduct

- No financial misconduct cases reported.
- No public records of political interference.

6. Lifelong Learning and Development

- Number of training workshops attended annually.
- Academic growth demonstrated through publications and certifications.



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