REGULATION 16
(Section 36 (2) (xvii) of PDPU Act, 2007)

P.   Code of Conduct and Discipline for University Employees

1 General Code of Conduct at Work Place

i.   Every employee shall at all times:

   a) Maintain absolute integrity;

   b) Show devotion to duty; and

   c) Do nothing which is unbecoming of an employee of the University.

ii. Every employee, holding a supervisory post shall take all possible steps to ensure the integrity and devotion to duty of all employees under his authority.

iii. All employees shall, in the performance of his official duties or in the exercise of powers conferred on him, act in his best judgment.

iv. The employees are expected to adhere to the detailed rules on Code of Conduct as provided in the HR Manual.

2 Discipline

i.   Disciplinary proceedings shall be initiated against an employee for "Good and Sufficient Cause" which includes the following:

   a) conduct as not conforming to the Code of Conduct for the employees of the University.

   b) an offence which may be deemed to be such as to render the person convicted unfit for the performance of the duties of the post or

   c) conduct of an immoral, scandalous or disgraceful nature incompatible with the duties of the post or

   d) conduct constituting failure or persistent refusal or neglect or inability to perform the duties or comply with the conditions of the post whether such failure results from physical or mental incapacity or otherwise.

ii. The following penalties may, for "Good and Sufficient Cause", be imposed on an employee:

   a) Censure
   b) With-holding of increments or promotion
   c) Recovery from pay of the whole or part of any pecuniary loss caused to the University
   d) Reduction to a lower stage or lower grade or post
   e) Compulsory retirement
   f) Removal from service
   g) Dismissal or discharge from service

iii. Appropriate disciplinary procedures as provided in the HR Manual shall be followed

iv. Employees shall have the right to appeal against decisions as per provisions in the HR Manual