



ST PHILOMENA COLLEGE

Affiliated to Mangalore University Re-Accredited by NAAC at 'A' Grade

MAI DE DEUS EDUCATIONAL INSTITUTIONS

Managed by the Catholic Board of Education, Mangalore

Philonagar, Darbe, Puttur - 574202, D.K., Karnataka | 08251 230340

🌐 www.spcputtur.ac.in | ✉ info@spcputtur.ac.in | 📞 Office : 08251-230340 | 📞 Principal : 08251-236460 | 📞 9901380340

POLICY ON HUMAN VALUES AND PROFESSIONAL ETHICS



1. Introduction:

Human Values and Ethics define the quality of a person or an organisation or society at large. Practitioners of values and ethics learn these lessons through self-initiated endeavours through, the life experience that is the greatest laboratory of learning, and through the educational institutions, those they attend. Hence, the educational institutions themselves need to be values and ethics personified.

The present policy framework reiterates the need and process to create high-quality practices and backed with human values and professional ethics in institutions of higher education. In its first part, the document elaborates the objectives and possible outcomes of establishing a value-based environment charged with professional ethics. In the second part, it delves into the conceptual framework of human values and professional ethics. The third part elaborates the value-based and ethical practices of various internal and external stakeholders. The fourth part, while suggesting the operational guidelines, emphasises on the implementation and monitoring of the relevant programmes

2. Objectives:

The objectives of this policy framework to inculcate human values and professional ethics in higher educational institutions are the following:

- To reinstate the rich cultural legacy and human values of which we are the custodians
- To focus on professional ethics which are broader indicators of desirable actions vis-à-vis undesirable actions
- To lay down broader guidelines of values and ethics for internal and external stakeholders
- To suggest operational guidelines for value-based and ethical practices in the higher educational institutions leading to implementation and monitoring
- To suggest indicative reinforcement programmes for nurturing human values and ethics in HEIs.

3.0 Human Values:

The purpose of education in general and higher education in particular is to facilitate actualization of human potential by making its stakeholders, particularly higher educational administrators, teachers, and learners conscious about human values and professional ethics. The principal values are discussed in brief as follows.

- **Right Conduct** – Contains values like self-help skills (modesty, self-reliance, hygiene etc.), social skills (good behavior, good manners, environment awareness etc.), ethical skills (courage, efficiency, initiative, punctuality etc.) and Ownership.
- **Peace** – Contains values like equality, focus, humility, optimism, patience, self-confidence, self-control, self-esteem etc.
- **Truth** – Contains values like accuracy, fairness, honesty, justice, quest for knowledge, determination etc.
- **Peaceful co-existence** – Contains values like psychological (benevolence, compassion, consideration, morality, forgiveness etc.) and social (brotherhood, equality, perseverance, respect for others, environmental awareness etc.)
- **Discipline** – Contains values like regulation, direction, order etc.

Human values are mankind's deepest moral aspirations and form the foundation of human culture and lives as individuals and as societies. The need is to inculcate and practice them consciously to be a good human so that s/he can realize his/her potentials as a human being. Values are to be learned through practices. Hence, the administrators and teachers in higher education need to bear in mind that they are being watched and observed by their peers and learners in general and they (peers/learners) are learning values by observing them (seniors and peer learners). So the ambiance in and around higher educational institutions should be such as would be conducive to value education and bring qualitative change in life and work at home and workplace with professional ethics.

4. Professional Ethics

Ethics has been described as standards of conduct that indicate how one should behave based on moral duties and virtues arising from principles about right and wrong. Professional ethics is concerned with the concept and framework of moral right or wrong as applied to a professional organisation, execution policies and behaviours. Though education in its truest sense is not a profession, for practical purpose here we would address it to be a profession so that an institutional framework of ethics in higher education may be propounded.

Some guidelines based on surveys in Indian organisations suggest that: administration must be transparent; decision must be taken in public interest; administrators should leave behind their caste, community, and language in their own homes; corruption must be punished; discriminatory privileges should not be given to officials; persons at all levels must be encouraged to think and to give their advice freely, and; entire administration must be geared to tackle by itself or through

other organizations the menace - poverty. Various studies in Indian context suggest that organizations can encourage moral behaviour by: communicating expectations that employees will behave ethically and define what that means; hiring at the top who set good examples; rewarding ethical behaviours and punishing unethical behaviours; teaching employee basic tools of ethical decision making, and; encouraging discussion of ethical issues

5. Concept of Implementation of Human Value and Professional Ethics

The tenets of Human Values need to be embedded in the societal act and behaviour of mankind. There is an urgent need for implementation plan of action to inculcate human values and professional ethics for significant stakeholders of the higher education in different levels i.e. individual level, inter-personal level and intra-institutional level.

5.1 Implementation Plan for Teachers:

- Workshop and training programmes on human values and professional ethics for teaching fraternity.
- Consultation for human values and professional ethics
- Putting inputs of human values and professional ethics in induction, orientation and refresher programs for teachers
- Open interaction on regular-basis with other stakeholders for harmony.
- Encourage teachers for involving other stakeholders in curricular and co-curricular activities to demonstrate certain values.
- Encouragement to teachers for ethics and human values manuscripts and books repositories (library and e-library)
- Quoting ethical and value thoughts and edifications in official correspondence
- Encouragement to teachers for rendering their services as a mentor for inculcating ethical and human value among their students.

5.2 Implementation Plan for Students:

- Introduction of Foundation Course on Human Values and Professional Ethics at the undergraduate level and advance course at postgraduate level
- Outreach Program on Human Values and Professional Ethics
- Training, workshop and orientation programs for students
- Assignments and short projects on tenets of human values
- Promoting human values through social services

- Display of ethical and human value thoughts and edifications at public places.
- Open interaction on regular-basis with other stakeholders for harmony.

6.Conclusion:

The values and virtues practiced in institutions heavily influence the future leaders. Many institutions of higher education simultaneously show excellence in academic subjects, are green campuses with manifold ethics curricula, are active members in community engagement, and also are adept in providing value orientation to all stakeholders. It is universally felt that the status of teaching profession requires to be raised to ensure its dignity and integrity. Accordingly, it is considered necessary that there should be a code of ethics which maybe evolved by the teaching community itself for its guidance.

Effective From 01-07-2016



PRINCIPAL

**ST PHILOMENA COLLEGE
PHILONAGAR, DARBE, PUTTUR - 574 202**