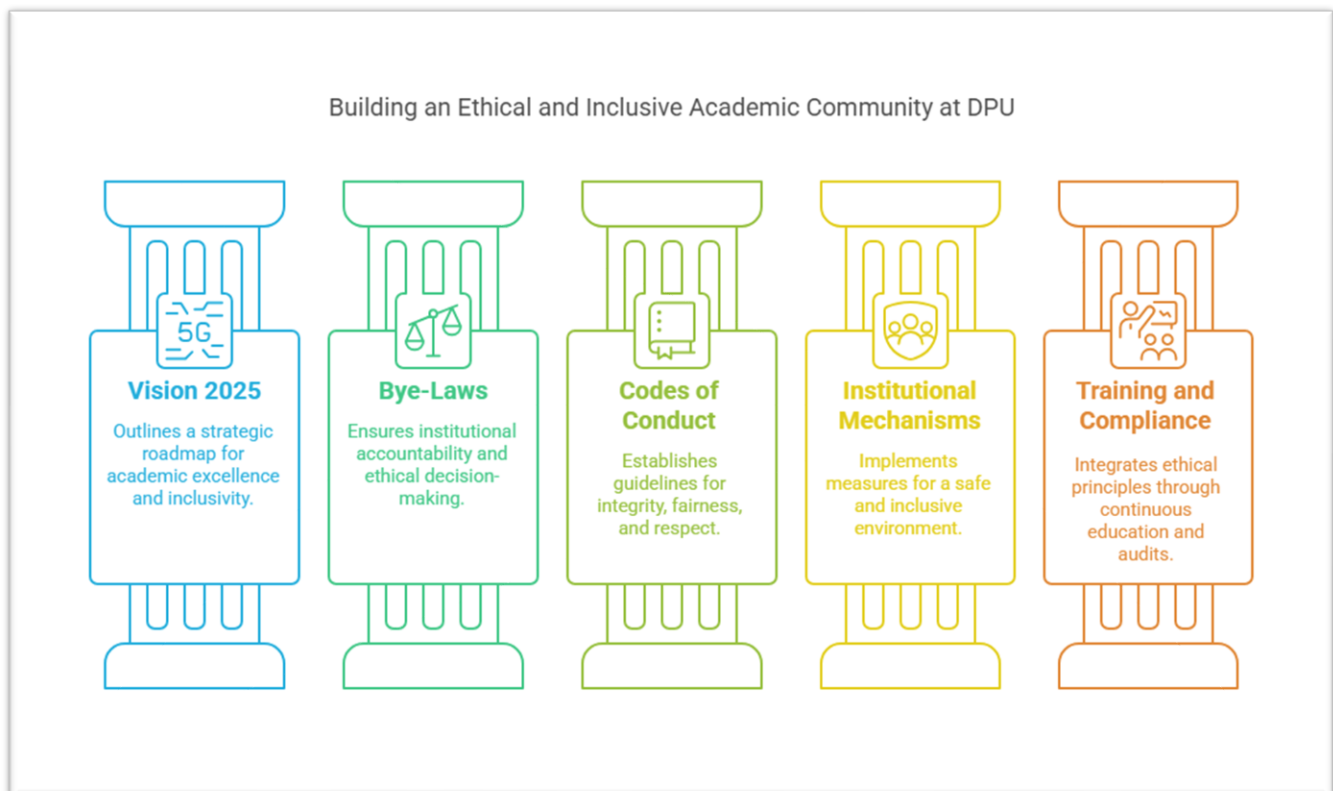


DOES YOUR ORGANISATION SUPPORT AND FACILITATE A HOLISTIC ETHICAL ORGANISATIONAL CULTURE AND ENSHRINED IN A PUBLICLY AVAILABLE STRATEGIC DOCUMENT?

PREAMBLE

Dr. D. Y. Patil Vidyapeeth (DPU), Pimpri, Pune, supports and facilitates a holistic ethical organizational culture and remains committed to fostering an ethical, inclusive, and transparent academic environment. The institution upholds key ethical values—**diversity, honesty, respect, fairness, and integrity**—which are embedded in its strategic documents, policies, and governance frameworks. **Bye-Laws of DPU** ensure institutional accountability and ethical decision-making, while the **Code of Professional Ethics, Code of Conduct for Employees, and Code of Conduct for Students** establish clear guidelines for maintaining integrity, fairness, and respect across all levels.

To uphold these values, the university has implemented robust institutional mechanisms, including the **Anti-Ragging Committee** and **Grievance Redressal Cell**, ensuring a safe, just, and inclusive environment. The **Standard Operating Procedures for Deans of Faculties** and **Duties and Responsibilities of Academic Staff** reinforce ethical leadership and governance.



Building an Ethical and Inclusive Academic Community

LIST OF DOCUMENTS AND WEB LINKS

Dr. D.Y. Patil Vidyapeeth (DPU), Pimpri, Pune firmly believes in fostering an environment of transparency and accountability, principles that are foundational to its academic and administrative operations. **This commitment is evidenced by the public availability of a comprehensive suite of documents**, including policies, SOPs amongst other governance structures, all accessible to stakeholders. To ensure that ethical principles are not merely abstract ideals but rather deeply ingrained in the daily practices of the institution, DPU implements a robust framework of continuous training programs, and interactive ethics workshops. These initiatives are designed to educate and empower all members of the DPU community, from students and faculty to administrative staff, to uphold the highest standards of integrity. By consistently aligning its practices with global best practices in sustainability and governance, DPU not only reinforces its dedication to responsible stewardship but also contributes to the creation of a more equitable and sustainable future. This dedication ensures that DPU remains a trusted and respected institution, committed to ethical excellence in all its endeavors.

Sr. No.	Name of Document	Salient Features	Link to Evidence
1.	Policy for Code of Professional ethics – Extract (As appears in Weblink to CODE OF CONDUCT)	<ul style="list-style-type: none"> Defines the responsibilities of faculty and staff, ensuring adherence to professional integrity and ethical standards. Promotes honesty in teaching, research, and interactions with students and colleagues. Encourages fairness in academic assessment and institutional policies. 	View Document
2.	Policy for Code of Conduct for Teachers – Extract (As appears in Weblink to CODE OF CONDUCT)	<ul style="list-style-type: none"> Provides guidelines for maintaining ethical behavior in professional settings. Reinforces accountability, respect, and equity in workplace interactions and decision-making 	View Document
3.	Policy for Code of Conduct for Students – Extract (As appears in Weblink to CODE OF CONDUCT)	<ul style="list-style-type: none"> Establishes expected behavior, ensuring academic honesty, respect for peers and faculty, and responsible citizenship. Encourages fair treatment and inclusivity within the student community. 	View Document
4.	Guidelines for Anti-Ragging Committee	<ul style="list-style-type: none"> Ensures a safe and respectful learning environment by preventing and addressing ragging-related issues. Upholds principles of dignity, fairness, and justice, safeguarding student well-being. 	View Document

Sr. No.	Name of Document	Salient Features	Link to Evidence
5.	Guidelines for Grievance Redressal Cell	<ul style="list-style-type: none"> Provides a structured mechanism to address academic, administrative, and personal concerns. Ensures grievances are handled with fairness, impartiality, and confidentiality, reinforcing trust within the institution. 	View Document
6.	Standard Operating Procedures for Deans of Faculties of Dr. D.Y. Patil Vidyapeeth	<ul style="list-style-type: none"> Defines the ethical responsibilities and leadership roles of academic deans. Ensures that all faculty-related decisions are made with fairness, transparency, and academic integrity 	View Document