



Mentoring Policy

(Undesirable Faculty-Student Relationship)

General

1. The achievement of such success is dependent on an environment free of behaviors which can undermine the important missions of any institution. Also faculty must encourage free thinking which is so necessary to nurture a creative mind. An atmosphere of mutual respect, collegiality, fairness, and trust is essential. Although both teachers and students bear significant responsibility in creating and maintaining this atmosphere, teachers also bear particular responsibility with respect to their evaluative roles relative to student work and with respect to modeling appropriate professional behaviors. Teachers must be ever mindful of this responsibility in their interactions with their students. The undesirable behavior of the Faculty and student can be distinctly classified as consensual and non-consensual on the part of students and faculty.

Non – Consensual Faculty Student Relationship

Responsibilities in the Faculty

2. Treat all students with respect and fairness. Maintain a firm and friendly relationship with students.
3. Treat all students equally regardless of age, gender, race, ethnicity, national origin, religion, disability, or sexual orientation.
4. Provide current materials in an effective format for learning. Allow freedom of thought and inquisitiveness.
5. Provide timely feedback with constructive suggestions and opportunities for improvement/remediation when needed.

Responsibilities of Students

6. Treat all teachers with respect and fairness.
7. Treat all fellow students and faculty equally regardless of age, gender, race, ethnicity, national origin, religion, disability, or sexual orientation.
8. Commit the time and energy to your studies necessary to achieve the goals and objectives of each course.
9. Communicate concerns/suggestions about the curriculum, pedagogy, faculty, or the learning environment in a respectful, professional manner. Seek counsel in case of

academic and personal issues.

Behaviors Inappropriate to the Faculty-Student Relationship

10. These behaviors are those which demonstrate disrespect for others or lack of professionalism in interpersonal conduct. Certain actions are clearly inappropriate these include:-
- (a) Unwanted physical contact (e.g. hitting, slapping, kicking, pushing).
 - (b) Sexual harassment (including romantic relationships in which the teacher has authority over the learner's academic progress) or harassment based on age, gender, race, ethnicity, national origin, religion, disability or sexual orientation;
 - (c) Loss of personal civility including shouting, personal attacks or insults, displays of temper (such as throwing objects);
 - (d) Discrimination of any form including in teaching and assessment based upon age, gender, race, ethnicity, national origin, religion, disability, or sexual orientation;
 - (e) Requests to perform inappropriate personal errands unrelated to the teaching – learning process.
 - (f) Grading/evaluation on factors unrelated to performance, effort, or level of achievement.

Manner Of Addressing Inappropriate Behavior in the Faculty/Student Context

11. Students may address situations in which they feel that they have been the object of inappropriate behavior at various levels. At the most basic level, the most effective way to handle a situation may be to address it immediately and non-confrontationally. Often , a person is simply unaware that his/her behavior has offended someone, or even if aware, will correct the behavior appropriately if given the opportunity to do so in a way that is not threatening.
12. Sometimes, such a request is not successful, or the person repeats the behavior. In those cases, it may be helpful to discuss the behavior with mentors/faculty coordinators or HODs/HOIs. These individuals may offer additional suggestions for resolving the matter informally, such as, for example, speaking to the individual on the students' behalf or on behalf of an entire class, or even direct intervention to get the behavior to stop.
13. If no satisfactory resolution is reached after these discussions or the learner does not feel comfortable speaking to these individuals, he/she may bring the matter formally and in confidentiality to the attention of the DSW. The DSW in turn would depending on the severity of the case speak to the concerned faculty or his HOD/HOI, or may discuss the issue with the DY VC/ PRO VC and the VC before resolving / recommending any further course of action. Due to the sensitive nature of the matter extreme confidentiality must be maintained.
14. **Sensitivity Of Faculty – Student Inappropriate Behavior.** Sensitivity of Matters

Pertaining to Undesirable Behavior must be kept in mind while dealing with such cases. Campus gossip thrives on rumor mongering and information leaked in such like matters can spread like wild fire amongst the faculty and student community. This may, depending on personalities involved effect the psyche of those involved. Shamed by disclosure both students and faculty may contemplate the extreme step. This must be avoided at all costs.

Inappropriate Behavior On The Part Of Students

15. Based on past experiences , at times Faculty is effected by the inappropriate behavior by students which may be collective or individually perpetuated . Young female faculty are most vulnerable to this kind of behavior.
16. Faculty effected must immediately bring it to the notice of the HOD/HOI. Thereafter the HOD/ HOI must deal with the situation as under:-
 - (a) Call the student and counsel him in writing. Counseling must take the form of corrective behavior and not ridicule leading to loss of self esteem. The matter could , depending on the severity of the case ,be referred to the DSW. Informing parents and instituting disciplinary awards in severe cases will be appropriate.
 - (b) Address the students/ entire class involved in the inappropriate behavior, this must be done in the presence of the effected faculty to build up her confidence and esteem , so that her/his future teaching assignment is not effected.
17. If not amicably resolved, the faculty may escalate his/her complaint to the next level ie DSW, Dy VC, PRO VC / VC. Once again extreme confidentiality must be maintained while passing on the information at each level.

Consensual Faculty Student Relationship

18. Students sometimes nurse crushes on their teachers, and teachers sometimes reciprocate, these are facts of life. Like many Oedipus complex relationships, the pedagogic one can have strong and unsettling manifestations. Infatuations between students- faculty are bound to occur and must be sensitively handled.
19. If we think of the university as a purely professional realm, where services are exchanged for a fee among rational economic actors, then sexual relationships seem clearly out of bounds, as they are in most workplaces, especially between supervisors and subordinates. But if the academy is something more than that, if, as many of its members hope, its a place where deep and lasting collegial bonds are formed, where mentors and protégés can become close friends and where young lives are transformed by a galvanic encounter with knowledge and their own latent capabilities. Relationships beyond realm of teaching-learning processes should be therefore strongly discouraged.
20. **Policy On Faculty – Student Relationship.** As a policy keeping the objectives and principals of the University, any kind of consensual or non – consensual relationship

between faculty and students should be prohibited.

21. **Onus Predominantly That Of Faculty.** Students are naïve and immature and often mistake infatuation for love. Faculty on the other hand are mature and understand these feelings. Therefore the onus of handling these situations involving infatuation are that of the Faculty. Cases of infatuation must not be allowed to linger and must be dealt with immediately and brought to the notice of HOD/HOIs.

How to deal with ease of students Infatuation/ Inappropriate Behavior

22. The Following steps will be taken: -

- (a) Maintaining confidentiality, counsel the student in private.
- (b) Involve the DSW in counseling the student.
- (c) Inform the parents of the student, and advice them to handle the student tactfully.
- (d) Keep the PRO VC / Dy VC and VC informed of the developments of the case.
- (e) Monitor the students behavior.
- (f) Should the inappropriate behavior persist the matters can be referred to the Disciplinary Committee for investigating and recommending disciplinary action.

How To Deal with Cases of Teacher Infatuation/Inappropriate Behavior

22. Faculty are meant to be role models for the students. Before the whisper campaign gets to acquiring scandalous proportions, such cases must be dealt with on priority and decisively. In case the Faculty goes along and takes advantage of the student's infatuation, strict and exemplary action should be instituted after conducting a confidential enquiry.
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