



**MGM INSTITUTE OF PHYSIOTHERAPY**  
MGM Campus, N-6, CIDCO, Aurangabad - 431003 (Maharashtra - India)  
Ph No. : 0240 - 6482000 (Ext. 2914, 15), Email : mgmiph@themgmgroup.com  
Website : www.mgmiop.edu.in  
(Affiliated to Maharashtra University of Health Sciences, Nashik  
Recognized by Maharashtra State OTPT Council, Mumbai)

## Code of Conduct for Academic Faculties of Mahatma Gandhi Mission Institute of Physiotherapy

### 1. Introduction

The Mahatma Gandhi Mission Institute of Physiotherapy (MGMIP) is dedicated to fostering an environment of academic excellence, professional integrity, and personal growth. This Code of Conduct outlines the expected behavior and responsibilities of all academic faculty members. Adherence to this code is essential for maintaining the high standards of the institution and ensuring a positive educational environment for students.

### 2. Academic Integrity and Professionalism

- Commitment to Excellence: Faculty members are expected to demonstrate a commitment to academic excellence through continuous professional development, research, and adherence to the highest standards of teaching. This commitment ensures that they provide students with the most current knowledge and best practices in physiotherapy.

- Honesty in Academic Work: Faculty members must uphold the principles of academic integrity by ensuring that their work and the work of their students is original and free from plagiarism, cheating, or other forms of academic dishonesty. They should also foster an environment that encourages honest and ethical academic conduct.

- Fairness and Objectivity: Faculty should evaluate student performance impartially and objectively. This includes providing constructive feedback, maintaining consistency in grading and assessment, and avoiding favoritism. Fairness in evaluation promotes trust and respect between students and faculty.

### 3. Respectful and Ethical Conduct

- Respect for All Individuals: Faculty members must treat students, colleagues, and staff with respect, regardless of race, gender, religion, nationality, or personal beliefs. Discrimination, harassment, and bullying are strictly prohibited. Creating an inclusive and respectful environment is essential for effective teaching and learning.

- Confidentiality: Faculty must respect the confidentiality of student records, patient information, and any sensitive information related to the institution. This includes adhering to relevant laws and regulations concerning data protection and ensuring that information is only shared with authorized individuals.



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- Professional Relationships: Faculty should maintain professional boundaries with students, avoiding conflicts of interest and ensuring that personal relationships do not interfere with their professional responsibilities. This helps maintain a professional and ethical educational environment.

### **4. Commitment to Teaching and Learning**

- Student-Centered Approach: Faculty members are expected to adopt a student-centered approach to teaching. This means creating an inclusive and supportive learning environment that encourages student engagement, critical thinking, and academic success.

- Continuous Improvement: Faculty should engage in continuous professional development to enhance their teaching skills, stay current with advancements in physiotherapy, and integrate new knowledge into their teaching practices. This commitment to lifelong learning benefits both faculty and students.

- Innovative Teaching Methods: Faculty are encouraged to employ diverse and innovative teaching methods that cater to different learning styles and improve student learning outcomes. This includes using technology, interactive activities, and real-world applications to enhance the educational experience.

### **5. Research and Scholarship**

- Ethical Research Practices: Faculty must conduct research in accordance with ethical guidelines, ensuring the integrity of their research and the accuracy of their findings. This includes obtaining necessary approvals and informed consent for research involving human subjects, as well as following ethical standards for data collection and analysis.

- Mentorship and Collaboration: Faculty should actively mentor students and junior colleagues in research, fostering a collaborative environment that encourages scholarly activities and intellectual growth. This mentorship helps build a strong academic community and supports the development of future researchers.

- Publication and Dissemination: Faculty are encouraged to publish and disseminate their research findings in reputable journals and conferences. Contributing to the body of knowledge in physiotherapy enhances the reputation of the institute and advances the profession.



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### 6. Institutional Responsibilities

Whoever adopts teaching as a profession, assumes the obligation to conduct him in accordance with the ideals of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, the teacher shall always try to become role model for his students. Every teacher shall see that there is no incompatibility between his precepts and practices. The national ideals of education which have already been set forth and which he shall seek to inculcate among students shall be his own ideals. The profession further requires that the teacher should be calm, patient and communicative by temperament and amiable in disposition.

- Compliance with Institute Policies: Faculty members must comply with all policies, rules, and regulations set forth by MGMIP, as well as relevant guidelines from the University Grants Commission (UGC) and Maharashtra University of Health Sciences (MUHS). Adherence to these policies ensures consistency and integrity within the institution.

- Use of Institute Resources: Faculty should use institutional resources responsibly and for their intended purposes. This includes ensuring that facilities, equipment, and materials are well-maintained and used efficiently to support the educational mission of the institute.

- Active Participation: Faculty are expected to actively participate in institutional activities, including committees, meetings, and events. This involvement contributes to the governance and development of the institute, fostering a sense of community and shared responsibility.

### 7. Professional Conduct and Development

- Lifelong Learning: Faculty should commit to lifelong learning, continuously updating their knowledge and skills to remain effective educators and practitioners. Staying current with developments in physiotherapy ensures that faculty can provide the highest quality education to students.

- Professional Organizations: Faculty are encouraged to engage with professional organizations, attend conferences, and contribute to the broader physiotherapy community. Participation in these activities promotes professional growth and enhances the visibility and impact of the institute.



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- **Ethical Behavior:** Faculty must demonstrate ethical behavior in all professional activities, serving as role models for students and upholding the reputation of MGMIP. Ethical conduct includes honesty, integrity, and respect for others in all interactions.

### **8. Code of Professional Ethics: -**

(a) Teachers and students' relationship: -

- (i) respect the right and dignity of the student in expressing his opinion;
- (ii) deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
- (iii) recognise the difference in aptitude and capabilities among students and strive to meet their individual needs in that behalf;
- (iv) encourage students to improve their attainment, develop their personalities and at the same time contribute to community welfare;
- (v) inculcate among students the scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- (vi) be affectionate to the students and not behave in a vindictive manner towards them for any reason;
- (vii) pay attention to only the attainment of the student in the assessment of merit;
- (viii) make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;



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- (ix) make students to develop an understanding of our national heritage and national goals;
- (x) refrain from inciting students against other students, colleagues or administration.

### (b) Teachers and colleagues relationship: -

Teachers shall,-

- (i) treat other members of the profession in the same manner as they themselves want to be treated;
- (ii) speak respectfully of other teachers and render assistance for professional betterment;
- (iii) refrain from lodging unsubstantiated allegations against colleagues to higher authorities;
- (iv) refrain from allowing consideration of caste, creed, religion, race or sex in their professional endeavour.

### (c) Teachers and authorities relationship: -

Teachers shall,-

- (i) discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organizations for change on any such rule detrimental to the professional interest;
- (ii) refrain from undertaking any other employment and commitment, including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- (iii) co-operate in the formulation of policies of the institute by accepting various offices and discharge responsibilities which such offices may demand;
- (iv) co-operate through their organizations in the formulation of policies;



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- (v) co-operate with the authorities for the betterment of the institutes keeping in view the interest in conformity with dignity of the profession;
- (vi) should adhere to the conditions of contract;
- (vii) give and expect due notice before a change of position is made; and
- (viii) refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

### (d) Teachers and non-teaching staff relationship: -

Teachers shall,-

- (i) treat the non-teaching staff as colleagues and equal partners in a co-operative undertaking, within every educational institute;
- (ii) help in the functioning of joint staff-councils covering both teachers and the non-teaching staff.

### (e) Teachers and guardians relationship: -

Teachers shall,-

try to see, through teacher's bodies and organizations, that institutes maintain contact with the guardians of their students, send reports of performance of students to their guardians, whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the students and the institute.

### (f) Teachers and society relationship: -

Teachers shall,-

- (i) recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided;



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- (ii) work to improve health education in the community and strengthen the community's moral and intellectual life;
- (iii) be aware of social problems and take part in such activities as would be conducive to the progress of society and the country as a whole;
- (iv) perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;?
- (v) refrain from taking part in or subscribing to or assisting in any way, the activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups, but actively work for National Integration.


### 9. Disciplinary Actions

- Violations: Any breach of this Code of Conduct will result in disciplinary action. The severity of the action will depend on the nature and seriousness of the violation and may range from warnings to suspension or termination of employment, in accordance with institutional policies. This ensures accountability and maintains the high standards of the institute.

- Reporting Misconduct: Faculty are encouraged to report any instances of misconduct or unethical behavior to the appropriate authorities within the institute. Confidentiality and protection from retaliation will be assured to those who report such incidents, fostering a culture of transparency and integrity.

### 10. Conclusion

Adherence to this Code of Conduct is crucial for maintaining the integrity, reputation, and excellence of the Mahatma Gandhi Mission Institute of Physiotherapy. By following these guidelines, faculty members will contribute to a respectful, professional, and academically rigorous environment, supporting the educational mission of the institute and preparing students for successful careers in physiotherapy.

  
Principal

Principal  
MGM Institute of Physiotherapy  
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### MGM Institute of Physiotherapy Code of Conduct for Non-Teaching Faculty and Administrators

#### 1. Professional Integrity and Ethical Standards

- **Honesty and Integrity:** Always demonstrate honesty in your work. This includes being truthful in communications, transparent in actions, and upholding integrity in all professional activities.
- **Confidentiality:** Protect sensitive information related to students, faculty, and institutional matters. This means not disclosing private information unless authorized or legally required.
- **Conflict of Interest:** Avoid situations where personal interests might conflict with professional duties. Disclose any potential conflicts to your supervisor to maintain trust and integrity.

#### 2. Respect and Equity

- **Respect for All:** Treat everyone within the institution—students, colleagues, and visitors—with respect and dignity, fostering a culture of mutual respect.
- **Non-Discrimination:** Ensure that your actions and decisions do not discriminate based on race, gender, religion, nationality, age, disability, or any other protected characteristic. Promote equality and inclusion in all institutional activities.
- **Harassment-Free Environment:** Actively contribute to a workplace free from harassment and bullying. Report any instances of harassment and support a respectful work environment.

#### 3. Professional Competence

- **Skill Development:** Engage in ongoing professional development to stay updated with the latest advancements in your field. This can include attending workshops, courses, and conferences.
- **Accountability:** Take responsibility for your actions and decisions. Own up to mistakes and work towards rectifying them.
- **Quality of Work:** Strive for excellence in your duties. Ensure that your work is accurate, thorough, and completed in a timely manner.





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### 4. Collaboration and Teamwork

- **Team Effort:** Work collaboratively with colleagues, valuing their contributions and promoting a team-oriented approach to achieving institutional goals.
- **Effective Communication:** Maintain open and honest communication with your team. Listen actively and provide constructive feedback.
- **Conflict Resolution:** Address conflicts proactively and constructively. Seek to resolve disputes through dialogue and mutual understanding.

### 5. Commitment to the Institution

- **Institutional Goals:** Align your work with the institution's mission and goals. Understand how your role contributes to the broader objectives of the institution.
- **Positive Representation:** Act as an ambassador for the institution, reflecting its values positively both within and outside the workplace.
- **Continuous Improvement:** Engage in initiatives and provide feedback to improve institutional processes, systems, and outcomes.

### 6. Student Interaction

- **Student Welfare:** Place student welfare at the forefront of your responsibilities. Ensure that your actions support their academic and personal development.
- **Guidance and Support:** Provide accurate information, guidance, and support to students. Be approachable and accessible to assist with their needs.
- **Professional Boundaries:** Maintain professional boundaries in interactions with students. Ensure that relationships remain appropriate and based on respect and trust.

### 7. Use of Resources

- **Responsible Use:** Use institutional resources, including time, materials, and facilities, efficiently and for their intended purposes.
- **Resource Protection:** Protect and care for the institution's property and resources. Report any misuse or damage.
- **Technology and Privacy:** Use technology responsibly, ensuring that data and information systems are secure and that privacy is maintained.

### 8. Compliance with Policies

- **Adherence to Laws:** Follow all relevant local, state, and national laws in your professional activities. Stay informed about legal requirements affecting your work.



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- **Institutional Policies:** Adhere to all institutional policies, procedures, and guidelines. Ensure you are familiar with these policies and seek clarification if needed.
- **Reporting Violations:** Report any observed violations of laws or institutional policies to the appropriate authorities promptly and responsibly.

### 9. Professionalism in Conduct

- **Appearance:** Maintain a professional appearance that is appropriate to your role. Dress in a manner that reflects the standards of the institution.
- **Punctuality:** Be punctual in attending work and meetings, and ensure timely completion of tasks and responsibilities.
- **Ethical Behaviour:** Demonstrate ethical behaviour in all professional activities. Act with honesty, integrity, and respect in all interactions.

### 10. Health and Safety

- **Safe Environment:** Promote a safe and healthy working environment. Follow safety protocols and contribute to creating a secure workplace.
- **Emergency Procedures:** Be familiar with emergency procedures and protocols. Participate in drills and be prepared to respond effectively in emergencies.
- **Health Standards:** Maintain personal health standards to ensure you can perform your job effectively. Seek medical advice when necessary and adhere to health and safety regulations.

  
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### Code of Conduct for Physiotherapy Students

#### 1. Introduction

The Mahatma Gandhi Mission Institute of Physiotherapy (MGMIOP) is dedicated to fostering an environment of academic excellence, professional integrity, and personal growth. This Code of Conduct outlines the expected behavior and responsibilities of all physiotherapy students. Adherence to this code is essential for maintaining the high standards of the institution and preparing students for their future professional roles as physiotherapists.

#### 2. Academic Integrity

Honesty in Academic Work: Students must complete all assignments, exams, and projects with honesty and integrity. This means that all submitted work must be their own, and any form of plagiarism, cheating, or academic dishonesty is strictly prohibited. Proper citations and acknowledgments are required when using others' work.

Attendance and Participation: Regular attendance in all classes (75%), laboratories (80%), and supervised clinical postings (80%) is mandatory as per Maharashtra University of Health Sciences. Students are expected to actively participate in all academic activities, as engagement is crucial for learning and professional development.

Respect for Intellectual and Institutional Property: Students must respect the intellectual and institutional property rights. This includes giving proper credit for ideas, research, and written material and not using others' work without permission. It also includes refraining from damaging the institutes' property.

#### 3. Professional Behavior

Confidentiality: Students must always respect patient confidentiality, adhering to all relevant laws and regulations concerning the handling of personal and medical information. This includes not discussing patients' cases in public place or with unauthorized individuals.

Professional Attire: Students are required to wear appropriate attire (uniform) as specified by the institute during classrooms, supervised clinical postings, laboratories, and other professional settings. This includes wearing uniforms (Blue shirt, Black trousers, White apron), Identity Cards, and adhering to dress codes that promote professionalism.

Communication: Students must communicate respectfully and professionally with peers, faculty, patients, and other healthcare professionals. Effective communication skills are essential for building trust and ensuring quality patient care.

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### 4. Ethical Conduct

Respect for All Individuals: Students must treat everyone with respect, regardless of race, gender, religion, nationality, or personal beliefs. Discrimination, harassment, and bullying, ragging are strictly prohibited and will not be tolerated under any circumstances.

Responsibility and Accountability: Students are expected to take responsibility for their actions and decisions, understanding the impact they have on others. This includes being accountable for their academic and professional behavior.

Commitment to Lifelong Learning: Students should strive to continuously update and improve their knowledge and skills. The field of physiotherapy is constantly evolving, and a commitment to lifelong learning is essential for providing the best patient care.

### 5. Clinical Practice

Patient Care: Students must provide care that is compassionate, respectful, and patient-centered. They should seek guidance and supervision when necessary and adhere to all clinical guidelines and protocols to ensure patient safety and well-being.

Safety: Maintaining a safe environment for patients, peers, and themselves is paramount. Students must follow all safety protocols, including infection control procedures, and report any safety concerns immediately to their supervisors.

Professional Development: Participation in workshops, seminars, and other professional development activities is encouraged to enhance clinical skills and knowledge. Continuous professional development is key to staying current in the field.

### 6. Institutional Responsibilities

Compliance with Institute Policies: Students must comply with all policies, rules, and regulations set forth by MGM Institute of Physiotherapy, Maharashtra University of Health Sciences. This includes adhering to academic policies, codes of conduct, and any specific departmental guidelines.

Use of Institute Resources: Resources provided by the institute, including facilities, equipment, and materials, should be used responsibly and for their intended purposes. Misuse or damage to resources will result in disciplinary action.

Representation of the Institute: Students must always represent the institute in a positive manner, both on and off campus. This includes behavior on social media, campus, during internships, and in any public setting where they are identified as students of MGMIOP.

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Reporting Misconduct: Students are encouraged to report any instances of misconduct or unethical behavior to the appropriate authorities within the institute. Confidentiality and protection from retaliation will be assured to those who report such incidents.

  
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