



POORNIMA
INSTITUTE OF ENGINEERING & TECHNOLOGY



**Policy of Human Values, Professional Ethics
and
Women Empowerment Policy**

Policy of Human Values

Introduction:

Poornima Institute of Engineering and Technology (PIET) is dedicated to providing not only academic excellence but also fostering the holistic development of its students. As an institution, we recognize the critical importance of human values in shaping individuals who are not just technically proficient but also morally upright and socially responsible. This Policy of Human Values serves as a testament to our commitment to instilling values such as integrity, empathy, and ethical conduct in every member of our academic community.

Objective:

The overarching objective of the Human Values Policy at PIET is multifaceted and comprehensive, aiming to achieve the following:

- **Cultivating Moral Responsibility:** We strive to cultivate a strong sense of moral responsibility among our students, encouraging them to uphold ethical standards and make principled decisions in all aspects of their lives.
- **Fostering Empathy and Tolerance:** Our goal is to foster an environment of empathy, understanding, and tolerance, where individuals from diverse backgrounds feel respected, valued, and included.
- **Promoting Ethical Application of Knowledge:** We aim to inspire our students to use their knowledge and skills for the betterment of society, emphasizing the ethical implications of their actions and encouraging them to apply ethical principles in their academic pursuits and professional endeavors.
- **Creating an Inclusive Environment:** We are committed to creating an inclusive campus environment that celebrates diversity and promotes mutual respect, where every individual feels empowered to contribute their unique perspectives and talents.
- **Engaging in Social Responsibility:** We seek to instill in our students a sense of social responsibility and ethical leadership, encouraging them to actively engage in community service and outreach activities that address pressing social issues and contribute to the common good.

Implementation:

To effectively implement the Human Values Policy at PIET, we will adopt a multifaceted approach that encompasses the following strategies:

Extracurricular Activities:

- Given the limitations on curriculum integration, we will place a stronger emphasis on extracurricular activities focused on human values, ethics, and social responsibility.
- We will organize seminars, workshops, and guest lectures featuring experts in ethics, morality, and social responsibility, providing students with opportunities to engage with these topics outside of the formal curriculum.
- Student-led initiatives, such as clubs and organizations dedicated to promoting human values, ethics, and community service, will be encouraged and supported by the institute.

Mentorship and Counselling:

- Mentorship programs pairing students with faculty or staff mentors who can provide guidance on ethical dilemmas, personal development, and character-building will be established.
- Counselling services will be expanded to include support for students navigating ethical challenges, providing a confidential space for them to discuss their concerns and receive guidance.

Role Modelling:

- Faculty and staff will be encouraged to serve as role models of ethical conduct, demonstrating integrity, compassion, and respect in their interactions with students and colleagues.
- Exemplary behaviour and acts of ethical leadership will be recognized and celebrated within the campus community.

Experiential Learning:

- We will explore opportunities for experiential learning, such as internships, service-learning projects, and community engagement initiatives that allow students to apply ethical principles in real-world contexts.
- Collaborations with local organizations, NGOs, and businesses will be sought to provide students with hands-on experiences that reinforce the importance of human values and social responsibility.

Evaluation and Feedback:

- Mechanisms for evaluating the effectiveness of the policy implementation will be established, including surveys, focus groups, and feedback sessions with stakeholders.
- Feedback from students, faculty, staff, and other members of the academic community will be actively sought and used to inform ongoing improvements to the implementation of the policy.

Conclusion:

In conclusion, the Policy of Human Values at Poornima Institute of Engineering and Technology reflects our steadfast commitment to nurturing not only the intellect but also the character of our students. By embedding human values into every facet of campus life and educational programming, we aim to empower our students to become ethical leaders who make meaningful contributions to their professions, communities, and the world at large. Through collaborative efforts and unwavering dedication to our shared values, we are confident that we can create a campus culture that celebrates integrity, compassion, and social responsibility, and prepares our students to thrive in an increasingly complex and interconnected world.

Policy of Professional Ethics

Introduction:

Poornima Institute of Engineering and Technology (PIET) recognize the paramount importance of professional ethics in shaping the conduct and character of its students, faculty, and staff. As an institution committed to fostering academic excellence and ethical leadership, PIET establishes this Policy of Professional Ethics to provide a guiding framework for ethical behaviour and decision-making within the institute.

Objective:

The primary objective of the Professional Ethics Policy at PIET is to uphold and promote the highest standards of integrity, honesty, and ethical conduct among all members of the academic community. Specifically, the objectives include:

- **Promoting Ethical Behaviour:** To cultivate a culture of ethical behaviour and integrity among students, faculty, and staff, both within the institute and in their professional endeavours.
- **Ensuring Compliance:** To ensure compliance with legal and regulatory requirements, professional codes of conduct, and ethical guidelines relevant to the disciplines and industries represented within the institute.
- **Upholding Academic Integrity:** To uphold the principles of academic integrity and honesty, prohibiting plagiarism, cheating, falsification of data, and other forms of academic misconduct.
- **Protecting Stakeholder Interests:** To protect the interests and well-being of all stakeholders, including students, faculty, staff, alumni, employers, and the broader community, by adhering to ethical principles in all interactions and decision-making processes.
- **Fostering Trust and Reputation:** To foster trust, credibility, and a positive reputation for PIET within the academic community, industry partners, and society at large, by demonstrating a commitment to ethical conduct and accountability.

Implementation:

The implementation of the Professional Ethics Policy at PIET shall be facilitated through the following strategies:

1. Education and Training:

- Conducting orientation sessions and workshops to familiarize students, faculty, and staff with the ethical principles and values outlined in the policy.
- Providing ongoing education and training on professional ethics, including case studies, ethical dilemmas, and best practices relevant to specific disciplines and industries.

2. Establishment of Guidelines:

- Developing and disseminating clear guidelines and policies regarding ethical conduct, academic integrity, conflict of interest, confidentiality, and other relevant topics.

- Ensuring that all members of the academic community are aware of their rights, responsibilities, and obligations with regard to professional ethics.

3. Ethical Decision-Making Framework:

- Establishing a framework for ethical decision-making that encourages critical thinking, reflection, and consultation with relevant stakeholders when faced with ethical dilemmas.
- Providing access to resources and support services for individuals seeking guidance or assistance in navigating ethical challenges.

4. Enforcement and Accountability:

- Implementing mechanisms for monitoring and enforcing compliance with the Professional Ethics Policy, including disciplinary procedures for violations of ethical standards.
- Holding all members of the academic community accountable for their actions and decisions, regardless of their position or status within the institute.

5. Continuous Improvement:

- Regularly reviewing and updating the Professional Ethics Policy in response to changes in laws, regulations, professional standards, and best practices.
- Soliciting feedback from students, faculty, staff, and other stakeholders to identify areas for improvement and refinement of the policy and its implementation.

Conclusion:

In conclusion, the Professional Ethics Policy of Poornima Institute of Engineering and Technology reflects our unwavering commitment to upholding the highest standards of integrity, honesty, and ethical conduct in all aspects of academic and professional life. By providing a clear framework for ethical behaviour, promoting education and awareness, and fostering a culture of accountability and continuous improvement, we aim to cultivate ethical leaders who demonstrate integrity, professionalism, and respect for others in their academic pursuits and future careers. Through collaborative efforts and shared commitment to ethical principles, we strive to uphold the reputation and integrity of PIET and contribute positively to the advancement of knowledge, innovation, and societal well-being.

Women Empowerment Policy

Introduction:

Poornima Institute of Engineering and Technology (PIET) acknowledges the importance of gender equality and the empowerment of women in the field of engineering and technology. As an institution committed to fostering diversity, inclusion, and equal opportunities, PIET establishes this Women Empowerment Policy to promote the full participation and leadership of women in all aspects of academic and professional life within the institute.

Objective:

The primary objective of the Women Empowerment Policy at PIET is to create a supportive and inclusive environment that empowers women to achieve their full potential in the field of engineering and technology. Specifically, the objectives include:

- **Promoting Gender Equality:** To promote gender equality and eliminate discrimination based on gender, ensuring that all members of the academic community have equal access to opportunities, resources, and support services.
- **Fostering Leadership and Professional Development:** To provide women with opportunities for leadership development, career advancement, and professional growth, including mentorship programs, networking events, and skills development workshops.
- **Supporting Work-Life Balance:** To support women in balancing their academic, professional, and personal responsibilities, by offering flexible work arrangements, childcare services, and other support mechanisms.
- **Addressing Gender-Based Violence and Harassment:** To create a safe and respectful environment free from gender-based violence, harassment, and discrimination, and to provide support services and resources for survivors.
- **Promoting Representation and Visibility:** To promote the representation and visibility of women in engineering and technology fields, both within the institute and in the broader community, through recognition programs, awards, and public outreach initiatives.

Implementation:

The implementation of the Women Empowerment Policy at PIET shall be facilitated through the following strategies:

1. Awareness and Sensitization:

- Conducting awareness campaigns and sensitization sessions to educate the academic community about gender equality, women's rights, and the importance of women's empowerment.
- Providing training on recognizing and addressing unconscious bias, gender stereotypes, and discriminatory practices.

2. Leadership Development and Mentorship:

- Establishing mentorship programs that pair female students with faculty or industry mentors who can provide guidance, support, and career advice.
- Offering leadership development programs, workshops, and seminars specifically tailored to the needs of women in engineering and technology fields.

3. Support Services:

- Providing support services and resources for women, including counselling services, career counselling, academic advising, and referrals to external support organizations.
- Offering childcare facilities, lactation rooms, and other family-friendly amenities to support women with caregiving responsibilities.

4. Prevention of Gender-Based Violence and Harassment:

- Implementing policies and procedures for preventing and responding to gender-based violence, sexual harassment, and discrimination, including mechanisms for reporting incidents and providing support to survivors.
- Conducting training for faculty, staff, and students on preventing and addressing gender-based violence and harassment, and fostering a culture of respect and accountability.

5. Promotion of Representation and Visibility:

- Highlighting the achievements and contributions of women in engineering and technology fields through public recognition programs, awards, and showcases.
- Organizing events, conferences, and seminars featuring prominent female leaders and role models in the field, to inspire and empower the next generation of women engineers and technologists.

Conclusion:

In conclusion, the Women Empowerment Policy of Poornima Institute of Engineering and Technology reflects our commitment to promoting gender equality, diversity, and inclusion within the institute and beyond. By providing support, resources, and opportunities for women to thrive and succeed in the field of engineering and technology, we aim to create a more equitable and inclusive academic environment that benefits all members of the academic community. Through collaborative efforts and shared commitment to women's empowerment, we aspire to contribute to the advancement of knowledge, innovation, and societal well-being, guided by the principles of equality, respect, and social justice.