

**Dr. Thimmaiah Institute of Technology**  
**Oorgaum Post, KGF - 563120**

**(Approved by AICTE, New Delhi, Affiliated to VTU - Belagavi,  
Approved by Govt. of Karnataka ISO 21001:2018 Certified)**



**CODE  
OF  
CONDUCT**

*[Signature]*  
16/12/21  
Dr. T. Thimmaiah  
Dr. T. Thimmaiah Institute of Technology  
Oorgaum, K. G. F - 563120



## Dr. T. THIMMAIAH INSTITUTE OF TECHNOLOGY


(Estd. 1986) Oorgaum, Kolar Gold Fields, Karnataka – 563120

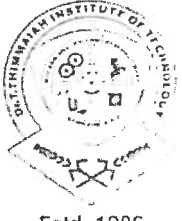
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7.1.10 Details of the Committee monitoring members and minutes of Committee meeting

### INDEX SHEET

YEAR	Contents	PAGE.NO.
2020-21	Code of Conduct Committee members	3
	Minutes of Meeting	4-5
2020-21	Code of Conduct Committee members	6
	Minutes of Meeting	7-8

  
16/12/21  
PRINCIPAL  
Dr. T. Thimmaiah Institute of Technology  
- Oorgaum, K. G. F- 563120



# Dr. T. THIMMAIAH INSTITUTE OF TECHNOLOGY

Approved By AICTE Govt. of India New Delhi  
Affiliated to Visvesvaraya Technological University Belagavi  
ISO 21001: 2018 Certified



Estd. 1986

Ph: 08153 265413 | principal@drtit.edu.in | www.drtit.edu.in

09-03-2021

## CODE OF CONDUCT COMMITTEE MEMBERS

Members are as follows:

Sl. No.	Member name	Cell Designation	Sign
1	Dr.Syed Ariff	Chairperson	
2.	Dr. H.G Shenoy	Member	
3.	Dr. Manas Mukhyopadyay	Member	
4.	Dr. Ramesh K	Member	
5.	Dr. Sreedhar Kumar	Member	
6.	Dr. Lakshmipathy N	Member	
7.	Prof. Vijay Bharathi	Member	
8.	Dr. Kalyana Kumar S	Member	
9.	Prof. K R Mohana	Member	
10.	Prof. Sarala Shanthi	Member	
11.	Prof. Veena B	Member	
12.	Mr. Ammiraju B V-OS	Member	
13.	Prof. Sandhya	Convener	

### Rules and Regulations

1. Committee must meet twice in a semester
2. Minutes of the meeting must be maintained
3. What are the action can be taken for the violators to be done policy documents.

Dean(Academics)  
09-3-2021

Vice-Principal  
09/03/2021

Principal  
09/03/2021



Golden Valley Educational Trust

# Dr. T. THIMMAIAH INSTITUTE OF TECHNOLOGY

(Affiliated to VTU, Belagavi, Recognized by Govt of Karnataka & Approved by AICTE, New -Delhi)

Oorgaum, Kolar Gold Fields - 563120

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Dr.TTIT/2020-21/HM/001

Date: 09.3.2021

## OFFICE ORDER

The Code of Conduct committee members consists of following members are requested to attend the meeting on 10.03.2021 at 11:00 AM.

Sl. No.	Member name	Cell Designation	Sign
1	Dr.Syed Ariff	Chairman	
2.	Dr. H.G Shenoy	Member	
3.	Dr. Manas Mukhyopadyay	Member	
4.	Dr. Ramesh K	Member	
5.	Dr. Sreedhar Kumar	Member	
6.	Dr. Lakshmipathy N	Member	
7.	Prof. Vijay Bharathi	Member	
8.	Dr. Kalyana Kumar S	Member	
9.	Prof. K R Mohana	Member	
10.	Prof. Sarala Shanthi	Member	
11.	Prof. Veena B	Member	
12.	Mr. Ammiraju B V- OS	Member	
13.	Prof. Sandhya	Convener	

Convener

Principal  
9/03/2021




**Dr. T. THIMMAIAH INSTITUTE OF TECHNOLOGY**  
Oorgaum, Kolar Gold Fields, Karnataka – 563120  
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**Minutes of the Meeting - 01 conducted on 10.03.2021**

**Agenda: Code of Conduct**

**Members Present: Principal, Vice Principal, Dean (Academics), all HODs & Office Superintendent.**

Sl. No.	CONTENTS
1	Service Rules and Code of Conduct are available in the HR and Administrative manual in Dr. TTIT website. <a href="https://www.drstit.edu.in">https://www.drstit.edu.in</a>
2	As per VTU circular all the faculty members and staff must be vaccinated and same to be reported to VTU.
3	College should strictly follow Covid-19 Standard Operating procedure ( SOP) norms as per the guidelines of VTU.
4	Any violations concerned HOD's must report to the Chairperson.
5	As per VTU guidelines students can bring mobile for the official purpose only to the campus.

  
10/3/2021  
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08-11-2021

## CODE OF CONDUCT COMMITTEE MEMBERS

Members are as follows:

Sl. No.	Member name	Cell Designation	Sign
1	Dr.Syed Ariff	Chairperson	
2.	Dr. H.G Shenoy	Member	
3.	Dr. Manas Mukhyopadyay	Member	
4.	Dr. Ramesh K	Member	
5.	Dr. Sreedhar Kumar	Member	
6.	Dr. Lakshmipathy N	Member	
7.	Prof. Vijay Bharathi	Member	
8.	Dr.Manjunathbabu	Member	
9	Dr. Kalyana Kumar S	Member	
10	Prof. K R Mohana	Member	
11.	Prof. Sarala Shanthi	Member	
12.	Prof. Veena B	Member	
13.	Mr. Ammiraju B V-OS	Member	
14.	Prof. Sandhya	Convener	

### Rules and Regulations

1. Committee must meet twice in a semester
2. Minutes of the meeting must be maintained
3. What are the action can be taken for the violators to be done policy documents.

08.11.2021  
Dean(Academics)

08/11/2021  
Vice-Principal

08/11/2021  
Principal



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Dr.TTIT/2020-21/HM/001

Date: 25.11.2021

## OFFICE ORDER

The Code of Conduct committee consists of following members and are requested to attend the meeting on 25.11.2021 at 11:00 AM. in Dr.TVV hall.

Sl. No.	Member name	Cell Designation	Sign
1	Dr.Syed Ariff	Chairman	
2.	Dr. H.G Shenoy	Member	On leave
3.	Prof.Rukmani Divakaran	Member	
4.	Dr. Manas Mukhyopadyay	Member	
5.	Dr. Ramesh K	Member	
6.	Dr. Sreedhar Kumar	Member	
7.	Dr. Lakshmipathy N	Member	
8.	Prof. Vijay Bharathi	Member	
9	Dr.Manjunathbabu	Member	
10.	Dr. Kalyana Kumar S	Member	
11.	Prof. K R Mohana	Member	
12.	Prof. Sarala Shanthi	Member	
13.	Prof. Veena B	Member	
14.	Mr. Ammiraju B V- OS	Member	On leave.
15.	Prof. Sandhya	Convener	

Convener

Principal



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**Minutes of the Meeting - 02 conducted on 25.11.2021**

**Agenda: Code of Conduct, Action Taken Report has been discussed & implemented.**

**Members Present: Principal, Dean (Academics) and all HODs**

Sl. No.	CONTENTS
1	Any sort of violations committed from staffs and students ,should be brought to the notice of HOD's and chairperson of the disciplinary committee and committee's decision is final.
2	Dress code should be strictly followed by staff and students (blazer with ID card) during their presence in the college campus.
3	HOD's and class teachers are required to ensure the smooth conduction of classes everyday.
4	<b>Usage of Mobile for staff and students:</b> It has been decided in the meetings that the faculty members and students are not allowed to use mobiles in the academic area. However they may use with prior intimation for academic purpose only.
5	<b>Punctuality:</b> a) The students who are coming late, upto 10 minutes may be allowed to the class. After 10 minutes, all the late comers should be counseled by the mentors or HOD's and ensure that they are seated in the dept. library or Lab or another class room in the dept. and ensure to do some academic activity. b) If the students are found repeatedly coming late more than two/three times the same will be informed by respective mentors or HOD's to counsel them.
6	<b>Attendance:</b> a) The students who are absent for classes the mentor is required to inform parents .If any emergency the student or parent should inform in prior to the mentor or HOD with a permission letter. b) The student is absent without permission continuously for one week, then the parents should be called by the mentor or HOD and the reason for absentism (Medical or any valid reason) is required to be submitted with the proof to the mentor& the HOD. c) If the student is absent for the internal test for valid reasons with prior intimation an improvement test may be given with the permission of Department HOD.

  
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Oorgaum, K. G. F-563120





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### **OBJECTIVE**

Dr. TTIT believes that for an institute to succeed, grow and excel, it needs to be anchored to its Values and Beliefs and motivate all its employees to consistently display these values in the course of their interactions.

- The Code of Conduct and Ethics, articulated below, embodies the Institute's Values and Beliefs and endeavours to lay down guidelines the Professional, Ethical, Legal and Socially Responsible behaviour that the institute expects from its employees.
- All employees are requested to read and imbibe the Code of Conduct and Ethics and follow it in letter and spirit, so as to maintain the highest standards of values in their conduct to achieve institute's objectives.
- The Institute's Values and Beliefs shall act as the guiding principle in the enumeration, interpretation and periodic review of the Code of Conduct and Ethics.

### **Applicability**

All employees on regular rolls of the institute including employees on contract governed by this Policy. Employees are the representatives of the institute and hence are expected to demonstrate high degree of discretion and astute judgment in their dealings.

Although due care has been taken to address most conceivable situations, it is not possible for this Code to cover every situation that may arise. In circumstances where employees are unable to consult an appropriate person in the Institute, they are expected to use sound reasoning and good judgment in handling the situation in the interest of the Institute and its Values.

### **Policy Guidelines**

- National Interest: Dr, TTIT is committed in all its actions, to promote quality education and shall neither engage in any activity that would not adversely affect such objective, nor shall undertake any activity or project which is to the detriment of the national interests.
- Use of the Institution Name: The use of Dr. TTIT name, logo and trademark shall be governed by manuals, codes and agreements as issued by the Institute. No employee, third party shall use the Institute name and logo for any purpose without specific authorization.
- Confidentiality and Non-disclosure: Employees shall ensure that all information available to them in the course of employment in the Institute are kept strictly confidential and she/he shall not disclose to any party except to the extent necessary for the purpose of due performance of her/his service/discharge of her/his duty to the Institute.

  
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### **Policy and Process Integrity:**

- Antitrust or Fair Trading-Employees shall avoid any discussions or agreements with competitors about prices or credit terms, submission of bids or offers, allocation of markets or customers, restrictions on production, distribution or boycotts of suppliers or customers that would result in monopolization or anticompetitive markets.
- Falsification or Destruction of information-No employee shall make any statement or do any act that encourages or results in unlawful, untimely, false or intentional misrepresentation, concealment or destruction of information in order to deceive or mislead.
- Using equipment and consumable resources: Employees shall ensure that all departmental equipment, resources, and consumable items are used for the work and business of the Department.
- This excludes certain:
  - a) Limited, occasional and brief private telephone calls and faxes
  - b) Limited and occasional use of a photocopier
  - c) Limited and occasional use of the departmental email and Internet system subject to the government policy on use of the Internet and electronic mail

### **Using the Internet, Intranet, and Electronic mail**

- Employees shall avoid using of computers for sending, receiving, and/or copying inappropriate material.
- Employees will ensure that the transmission of information via communication and information networks and devices are made only if authorized to do so and in accordance with the relevant departmental protocols.
- Employees will avoid sharing of password with another person, share another person's password/s, or record password/s which can be misused.
- The Department monitors the use of these networks and devices, and an employee may be called upon to explain her/his use of them.

### **Protecting Institute's assets**

- Misuse of Resources-Employees shall avoid any improper, unauthorized or unlicensed use of property or resources for non-business related reasons or purposes including improper use of systems and timekeeping.
- Theft-Employees shall avoid any unauthorized removal or taking of supplies, equipment, furniture, fixtures, products, cash, merchandise or other tangible property of the Company.
- Unethical Transaction: No employee shall assist in the misuse of Institute's funds, irrespective of the amount involved, including, the misappropriation of such funds for her/his personal benefit, or customers. All payment and transfers of premium and other items of value shall be made openly and must be disclosed and duly authorized by the concerned authority.

  
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- Gifts and Entertainment: Except in connection with and specifically pursuant to programs officially authorized by the institute, no employee shall accept, directly or indirectly take any money, objects of value, or favours / discounts from any person or other company/institute/organization that has or is doing or seeking business with the Institute. All employees must disclose authorized transactions of this nature to the officer.

All payments or transactions must be consistent with applicable laws and accepted practice and must be accurately recorded in the institute's books and records.

- Public Representation: No employee shall, without the express consent of the /Management/ Competent Authority, call for Press meets, brief the Press or speak to the Media or participate in discussions, forums etc. in the media, to discuss any issues related to the activities of the institute or future prospects or projections of the Institute.
- Political Activity: No employee shall involve in any political activity directly or indirectly.


No employee shall canvas for any political party or candidate at any point in time. Employees may not contribute the Institute's funds or assets to any Political Candidate, Party unless such contribution is expressly permitted by law and has been pre-approved by the appropriate, authorized representative of the Institute. Any DR.TTIT employee who stands in elections for any public office may do so after informing the concerned authority within the Organization. Further, if elected to the post, the employee has to resign from the services of the Dr. TTIT Institution to pursue his public / political career.

- Regulatory Compliance: Every employee shall, in her/his business conduct, comply with all applicable laws and regulations, both in letter and spirit, in all the areas in which one operates.
- **Sexual Harassment and other harassment policy:**

Dr. TTIT recognizes that Sexual Harassment violates fundamental rights of gender equality, right to life and liberty and right to work with human dignity as guaranteed by the Constitution of India. To meet this objective, measures shall be taken to avoid, eliminate and if necessary impose punishment for any act of sexual harassment, which includes unwelcome sexually determined behavior as per the policy against Sexual Harassment.

- **Other Harassment:**  
The Institute prohibits harassment of one employee by another employee or supervisor on any basis including but not limited to race, colour, religion, marital status, national origin, physical or mental disability and/or age.

The purpose of this policy is not to regulate our employees' personal morality. It is to assure that in the workplace, no employee harasses another. Harassment includes but is not limited to slurs, epithets, threats, derogatory comments, unwelcome jokes and teasing.

  
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Whistle Blower policy: The Institute provides a platform for employees to disclose information internally, which she/he believes shows serious malpractice, impropriety, abuse or wrong doing within the institute without fear of reprisal or victimization.

- **Ethical Conduct**

Dr. TTIT Institute expects its employees to maintain high moral and ethical standards. These standards are characterized by honesty, fairness, equity in interpersonal and professional relationships as well as in our day-to-day activities. Every employee is supposed to inform in case, if he deviates from the above standard.(or if any case is filed against him)

No employee shall engage himself in any business activity. Further, if he directly or indirectly recommends any of his friends / relatives for any business dealing with Dr. TTIT Institution, he must disclose the nature of such relationships and transactions beforehand.

- **Dress Code:**

Dr. TTIT Institute expects its employees to follow a dress code which helps them to work comfortably at the workplace and at the same time project a professional image for our customers, potential employees and the community we are a part of. Hence, it is essential that all employees take pride in her/his appearance and maintain proper dress code and general appearance during office hours. Employees are expected to dress neatly and in a manner consistent with the nature of the work performed.

- **Environment, Health & Safety Environment**


Health, Safety and Laws of the land –Employees shall adhere to the laws of the land – wherever they are –and shall not violate, cause or any action that impacts the Environment and the Health and Safety of Dr. TTIT Institute Employees, Faculty and the students.

Substance Abuse-To meet our responsibilities to Employees, Faculty and students, the Institute shall maintain a healthy and productive work environment. Misusing controlled substances or selling, manufacturing, distributing, possessing, using or being under the influence of illegal drugs and alcohol on the job is absolutely prohibited.

Threats and Physical Violence-No employee shall use threatening words, or assault or commit acts of violence or possess weapons, firearms, ammunition, explosives or incendiary devices in the workplace, on work premises or in work vehicles or elsewhere.

The list of behaviours, while not inclusive, provides examples of conduct that is prohibited by this policy:

- Causing physical injury

  
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- Making threatening remarks
- Aggressive or hostile behaviour that creates a reasonable fear of injury to another person or subjects another individual to emotional distress
- Intentionally damaging employer property or property of another employee
- Committing acts motivated by or related to sexual harassment or domestic violence.
- Smoking is strictly prohibited in the premises of the workplace. Appropriate actions shall be initiated against any person found contravening with the policy of this code

### **Disciplinary Actions**

All employees covered under this Code of Conduct and Ethics are required to adhere to the principles and rules laid down in this code. Failure to do so will attract appropriate action including termination against the employee who is found to violate these principles.

Disciplinary action may include immediate separation of employment or any other action as deemed fit at the Institute's sole discretion. The Institute will recover any loss suffered by it due to violation of the provisions of this code by any employee. Disciplinary Proceedings against the delinquent employee shall be conducted in accordance with the principles of natural justice.

The employees of the Disciplinary Committee and/or employees of Audit Committee will be notified of any concerns about violations of standards for conduct of business, ethics, laws, rules, regulations of this Code.

### **Misconduct & Suspension**

Misconduct: Without prejudice to the general meaning of the term, amongst others the following acts and omissions shall be treated as misconduct also apart from the below any violation of Code of Conduct also in considered.

- Theft, fraud and dishonest in respect of the property of the Institution.
- Demanding/accepting or offering bribe or any illegal gratification what ever.
- Drunkenness, fighting, notorious or disorderly or indecent behaviour within the premises of the Institution.
- Wilful in subordination or disobedience, disrespect whether individually or in group with others to any lawful and reasonable order of a superior.
- Sleeping while on duty.
- False statement made in the application for employment.
- Anywhere within the institution causing or threatening to cause mental and/or injury to other employees either individually or collusion with others.
- Committing any act likely to harm or endanger the institution's property.
- Sabotage, in any form.
- Conviction against criminal activity including moral turpitude.

  
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- Refusal to accept any letter or any communication from the authority of Institution.
- Abstaining from appearing before any enquiry/authority/committee, when called.
- Failure to produce documents/papers etc. when called for.
- Habitual negligence indiscipline / reluctance in performing duties or loitering or misbehaviour.
- Smoking, Chewing tobacco/Gutaka/Pan Masala/Chewing gum, consuming of liquor and any other prohibited material within the Institution.
- Refusal to take any bonafide official assignment.
- Habitual irregularity in attendance.
- Gambling in any form within the premises of the Institution.
- Leaving the institution during working hours without permission.
- Engaging or abetting in abusing and causing physical violence with another employecc or any reason at any time in the Institution.
- Habitual absence without leave or overstaying when on leave.
- Holding of unauthorized meetings in the Institution.
- Discourteous behaviour.
- Causing sexual harassment.
- Wearing objectionable dress and indecent exposure of the body.
- Attending natures call/spitting in open in the Institution premises.
- 

### **Suspension**

The GC or any other Competent Authority specified by the GC may place an employee under suspension under below circumstances

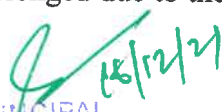
- Where a disciplinary proceeding against the employee is contemplated or is pending.
- Where a case against the employee in respect of any criminal offence is under investigation, enquiry or trial.
- An order of suspension shall being writing and shall take effect from the date of the order or such other date as may be specified therein.
- An order of suspension made under this Rule shall remain in force until it is modified or revoked by the authority which made the order or by any superior authority.

### **Subsistence Allowance**

An employee under suspension shall be entitled to draw subsistence allowance equal to 50% of the monthly gross emoluments drawn on the date immediately prior to the date on which the employee is suspended.

Where the period of suspension exceeds six months the authority which made or is deemed to have made the order of suspension shall be competent to vary the amount of subsistence allowance for any period subsequent to the first six months as follows.

The amount of subsistence allowance may be increased to 75% of the emoluments, If in the opinion of the said authority, the period of suspension has been prolonged due to the

  
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reasons to be recorded in writing not directly attributable to the employee under suspension.

The amount of subsistence allowance may be reduced to 25% of such emoluments if in the opinion of the said authority the period of suspension has been prolonged due to the reasons to be recorded in writing directly attributable to the employee under suspension.

No subsistence allowance is payable to the employee unless the management is satisfied that the employee was not engaged in any other employment, business, profession or vocation during the period of suspension.

**Treatment of period of Suspension:**

If the concerned employee is honourably acquitted and reinstated, the full pay and allowance which he would have been entitled to if he had not been suspended as reduced by the subsistence allowance already allowed to him/her be paid.

**Penalties:**

Penalties: The GC or any other authority empowered in this behalf herein called the "Disciplinary Authority" may for good and penalties on employees as detailed below:

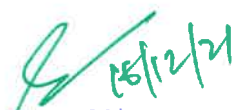
- Fine in the case of Class IV employees.
- Withholding of Increments
- .Recovery from pay of the whole or part of any pecuniary loss caused by the negligence of breach of the administration of the authority to whom the services of the employee had been lent.
- Reduction to a lower stage in the time scale of pay for specified period with or without the effect of postponing the future increments of his/her pay.
- Reduction to a lower time scale of pay, grade, post or service which shall unless otherwise directed by a bar to the promotion of the employee to the time scale of pay, grade, post of service from which he was reduced with or without direction regarding
- Compulsory retirement from service.

Removal from service which shall not be a disqualification for future service elsewhere.  
Dismissal from service.

**Note:** The principal is authorized to impose the penalty mentioned in clause.6.4.1.1& there shall be no appeal against his decision.

**Procedure for Imposing Penalties:**

No order shall be passed imposing any of the penalties specified in clause in this chapter except after an inquiry held in the following manner.

  
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Oorgaum, K. G. F- 563120

Definite charges should be framed on the basis of the allegations and which the enquiry is proposed to be held and a copy of the charge sheet with a statement of allegations on which they are based shall be furnished to the employee and he/she shall be required to submit his/her written explanation within a specified time limit and also to state if he/she desires to be heard in person.

For the purpose of preparing his/her offence, the employee may be allowed to offer explanations (concerning self) required by him/her at the discretion of the disciplinary authority. He/she may be allowed to take copies of such explanations.

On receipt of the explanation within the time limit, the disciplinary authority may itself enquire into such of the charges as are not admitted or appoint a committee of inquiry or an inquiry officer for the purpose.

The employee may present his/her case before the inquiring authority with the assistance of another employee (approved by the disciplinary authority) but may not engage a lawyer.

The enquiring authority shall consider such documentary evidence and take such oral evidence as may be relevant in regard to the charges. On behalf of the employer a presenting officer shall present the case before the enquiring authority. The employer shall provide all the documents in support of the charges. The witnesses appearing in support of the defence may be cross examined by the person presenting the case in support of the charges namely the presenting officer.

On the conclusion of the enquiry, the inquiring officer shall prepare and submit a report on its findings in respect of each of the charges to the disciplinary authority. In case the disciplinary authority decides to accept the report of the enquiring authority for imposing any of the major penalties, copies of the findings and of the report of the inquiring authority and of the documents relied upon by the enquiring authority for its findings shall be furnished to the employee notifying the action proposed to be taken by Disciplinary authority by way of imposition of any of the afore said major penalties and the employee shall be given a reasonable opportunity to submit any Representation in writing that he/she may wish to make against proposed penalties if the employee desires he/she may be permitted to make a personal presentation also before the disciplinary authority in support of his/her written representation.

In regard to imposition of minor penalties specified in clause, the procedure is to be followed is as follows.

The employee should be informed of the allegations and the action or proposed action to be taken and he/she should given an opportunity to make any representation that he/she may wish to make.

The disciplinary Committee shall consider such representations before passing an order.

  
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Notwithstanding the aforesaid rules, such other rules that are made and shall be made by the Governing Council and other competent authority are made applicable to the employees of Dr. TTIT.

The GC is the final authority in respect of disciplinary measures and there shall be no appeal against its decision.

**The following shall not amount to a penalty within the meaning of this rule.**

Withholding an increment of an employee for failure to pass a prescribed departmental of language examination.

Stoppage of an employee's pay at the efficiency background of his unfitness to cross the bar.  
Non -Promotion to a higher post, whether in a substantive or officiating capacity after consideration of his case.

Reversion to a lower post while officiating in a higher post on the ground that he is considered after trial to be unsuitable for such higher service, grade or post or on administrative grounds unconnected with his conduct.

Compulsory retirement in accordance with provisions relating to his superannuation or with the abolition of department or work related to his qualification.

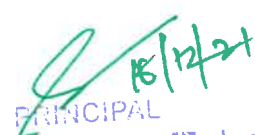
**Termination of the Service:**

The GC or any other authority empowered by it in this behalf may place an employee under suspension where a disciplinary proceeding against him is contemplated or is pending or where a case against him in respect of any criminal offence is under investigation or trial. During the period of suspension the employee may be paid subsistence allowance as per Karnataka Civil Service Rules.

Where on the conclusion of the enquiry, the GC makes an order fully exonerating or acquitting him, the period of suspension shall be treated as period of duty and the employee shall be entitled to full pay and allowances due to him.

Where the GC makes an order imposing any penalty, other than compulsory retirement, removal from service or dismissal, the employee shall be paid for the period of suspension such portion of his pay and allowances as the GC may in its discretion specify and the period of suspension shall count as duty unless the GC has otherwise directed.

Where the GC makes an order imposing the penalty of compulsory retirement, removal from service or dismissal, the employee shall be paid for the period of suspension such portion of his pay and allowance as the GC may in its discretion, specify.

  
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## **PUBLIC SAFETY AND AWARENESS PRAOGRAMME**

Dr T Thimmaiah Institute of Technology has organized speech on public safety and awareness by the team of police officers. They created awareness among students about public safety, responsibilities of citizens, traffic rules and regulations and cyber crimes.



Public Awareness Programme by DySP of KGF

  
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