

**THE ORISSA UNIVERSITY FIRST STATUTES 1990**  
**PART-XII**  
**CONDUCT OF UNIVERSITY EMPLOYEES AND MISCELLANEOUS CHAPTER-1**  
Conduct of Employees of the University

**Obedience to superiors:**

240. Every employee shall at all times maintain absolute integrity, decorum of conduct and devotion to duty.

241. No employee shall associate himself directly or indirectly with any privately managed educational institution without the prior permission of the Vice-Chancellor:

Provided that an employee may undertake honorary work of a social or charitable nature or work of a literary, artistic or scientific character subject to the condition that his normal duties do not thereby suffer, but he shall not undertake and shall discontinue such work if so directed by the competent authority.

**Participation in election:**

242. No employee shall offer himself as a candidate for election to the State Legislature or local authority or for holding office of any political organization. No employee shall be a member of or be otherwise associated with any political party or any organization which takes part in politics, nor shall he take part in aid of, or assist in any other manner any political movement or activity nor shall he canvass or otherwise interfere in or use his influence in connection with or seek or take part in the election to any legislative or local authority

Provided that:-

(i) the employees qualified to vote at such election may exercise their right to vote;

(ii) the employees shall not be deemed to have contravened the provisions of this Statute by reason only that they assist in the conduct of an election in the due performance of a duty imposed on them by or under any law for the time being in force.

**Strikes and Demonstrations:**

243. (1) No employee shall, with a view to ventilating his grievance whether such grievance is individual or general in character, or for any other reason take recourse to any strike (including hunger strike) from work. Whether such strike is partial or complete.

Explanation-"Strike" means a cessation of or dissociation from work by a person or a body of persons employed in any office acting singly or in combination or a concerted refusal or a refusal under a common understanding of any number of persons who are or have been so employed to continue to work or accept employment.

(2) No employee shall join any procession, demonstration or other form of agitation against any policy or action of the Government or the University which is likely to cause a breach to of the public tranquility.

(3) No employee shall join the public to ventilate his grievances even if such grievances are common with the public in a manner in which it is likely to cause a breach of the public tranquility.

**Connection with Press/ Radio:**

244. No employee shall publish Or cause to be published, in his own name or anonymously or contribute to the press any matter which is likely to lead to academic indiscipline or promote defiance of authority of the University.

245. (1) No employee shall except with the previous sanction of the syndicate, own wholly or in part of conduct or participate in editing or managing any newspaper or other periodical publication.

(2) No employee shall, except with the previous sanction of the Vice- Chancellor or in the bonafide discharge of his duties participate in a radio broadcast or contribute any article or write any letter, either anonymously or in his own name or in the name of any other person to any newspaper or periodical :

Provided that no such sanction shall be required if such contribution to any newspaper or periodical is on a purely literary, artistic subject and of occasional character.

**Criticism of Government:**

246. No. employee shall, in any radio broadcast or in any document, publish anonymously or in his own name, or in the name of any other person or in any communication to the Press, or in any public utterance, make any statement of fact or opinion-

- (i) which has resulted or is likely to result in an adverse criticism of any current or recent policy or action of the Government of Orissa or the Government of India or the Government of any other State; or
- (ii) which is capable of embarrassing the relationship between the Government of Orissa and the Government of India or the Government of any other State; or
- (iii) which is capable of embarrassing the relationship between the Government of India and the Government of any foreign State:

Provided that nothing in this Statute shall apply to any statement made or views expressed by an employee in his official capacity or in the due performance of the duties assigned to him.

247. The following acts of omission or commission shall be deemed to constitute misconduct which may entail disciplinary action, namely :-

- (i) Negligence or failure to perform duties such as, lectures, demonstrations, invigilation and other matters connected with the teaching and examination in the University.
- (ii) Furnishing false information regarding age, qualifications, including percentage of marks, and previous employment at the time of joining University or during the course of employment.
- (iii) Violation of the canons of intellectual honesty, such as misappropriation of writings, research and findings of others.
- (iv) Taking or giving bribes or illegal gratification to procure any benefit for himself or to give any benefit to any student or employee of the University /College.
- (v) Commission of any act which amounts to an offence involving moral turpitude.
- (vi) Theft, fraud or damage in relation to any property of the University.
- (vii) Tampering with official records.
- (viii) Absence without leave or overstaying sanctioned leave.
- (ix) Discrimination against any student on the grounds of caste, creed, sex, religion or parochialism. (x) Collection of money in the name of the University or any College without permission of the competent authority.
- (xi) Unauthorized occupation or subletting of University/college quarters.
- (xii) Engagement, directly or indirectly, in any trade or business/tuition or any employment without the permission of the University
- (xiii) Drunkenness, disorderly or indecent behavior in the premises of the University / college or outside such premises where such behavior is related to or connected with the employment.
- (xiv) Disobedience of any lawful order of the competent authorities.

**Matters not covered in this chapter:**

248. All other matters relating to the conduct of employees not covered in this Chapter shall mutatis mutandis be governed by the provisions of the Orissa Government Servants' Conduct Rules, 1959 as amended from time to time.