



**S.A.S. GOVERNMENT DEGREE COLLEGE**  
**NARAYANAPURAM, WEST GODAVARI DISTRICT-53406**  
(AFFILIATED TO ADIKAVI NANNAYA UNIVERSITY, RAJAMAHENDRAVARAM)

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### **COMMITMENT POLICY**

The College's Principal missions are the education of students and the generation , dissemination and scattering of knowledge.In pursuit of these missions, or as a natural out growth of such activities, faculty and staff often become involved in Extension activities along with core activities of the college.In some circumstances such activities give rise to conflicts of interest or commitment.This policy addresses the circumstances in which conflicts of interest or commitment may occur, provides examples of the principles and processes outlined in this policy, and specifies a process for resolving potential conflicts.Principal,Lecturers and members of different committees/cells/units should use good judgment, professional commitment and ethics to protect themselves and the college from potential conflicts.Principal and other administrative advising bodies like CPDC, Staff council,IQAC,etc.should make employees aware of this policy and create, by example,an atmosphere consistent with the college' smissions. Conflicts of interest occur when members are in a position to influence a decision on policy or purchases where they might directly or indirectly receive financial benefit or give improper advantage to associates.Conflictsofcommitmentarisewhenuniversitymembers'involvementsinout-side activities substantially interfere with their primary commitments to the college: to teach, to organize events,to complete minor research Projects, to pursue research, and to meet related obligations to students, colleagues and the college.

Amid these circumstances college adopted certain guidelines

1. All college members should make the fulfillment of their responsibilities to the college the focal point of the professional activities.
2. College members should only become involved in extramural professional activities in so far as they advance the mission or prestige of the college and the activities shall not interfere with their responsibilities to the college.However, this policy is not intended to unduly restrict involvement in outside activities.
3. College staff or members or students are traditionally allowed wide leeway in defining their professional agenda and their degree of involvement in outside activities.This tradition has served the college well.In many circumstances, involvement in outsideactivitiespromotesthecollege'smissionsandprestige.But this leeway of thought or activity must not lead to potential conflicts of interest or commitment.
4. The members in a position to influence a college business decision for which they might receive material benefit should disclose the nature of the conflict to others involved in the decision. Whenever possible, those with potential conflicts should remove themselves from involvement in the decision.
5. If the individuals should continue to participate in the decision process, discussion with supervisors and documentation of the potential conflict should be presented

To the Principal or Coordinator of respective committee/cell/unit members prior to the making of decision.

6. The college actively encourages involvement in professional organizations, panels, community organizations and elders like Alumni. However, such involvement should not become so dominant that college staff members no longer effectively satisfy their responsibilities to the college. The counsel of staff should be regarded as a valuable source of detached perspective on such conflicts of commitment.

7. College members should not engage indirect competition with the college either personally or through a firm in which they have a substantial interest.



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