

21. Terms and Conditions of service and code of conduct for other employees of the University.

All the employees of the University, other than the teachers and other academic staff shall, in the absence of any contract to the contrary, be governed by the terms and conditions of service and the code of conduct as specified in the Statutes and the Ordinances.

22. Removal of employees of the University

- (1) Where there is an allegation of serious misconduct against a teacher, a member of the academic staff or any other employee of the University, the Vice-Chancellor may, in the case of a teacher or a member of the academic staff, or the authority competent to appoint (hereinafter referred to as appointing authority) in the case of any other employee, as the case may be, by order in writing, place such teacher, member of the academic staff or other employee as the case may be, under suspension and shall forthwith report to the Board of Management the circumstances in which the order was made.
- (2) Notwithstanding anything contained in the terms of the contract of appointment or in other terms & conditions of service of the employees, the Board of Management in respect of teachers and other academic staff, and the appointing authority, in respect of other employees, as the case may be, shall have the power to remove a teacher or a member of the academic staff or other employee, as the case may be, on grounds of misconduct.
- (3) Save as aforesaid, the Board of Management, or the appointing authority, as the case may be, shall not be entitled to remove any teacher, any member of the academic staff or any other employee except for a justified cause and after giving three months' notice to the person concerned or on payment of three months' salary to him in lieu thereof.
- (4) No teacher, member of the academic staff or other employee shall be removed under clause(2) or clause(3) unless he has been given a reasonable opportunity of showing cause against the action proposed to be taken in regard to him.
- (5) The removal of a teacher, a member of the academic staff or other employee shall take effect from the date on which the order of removal is made.
- (6) Notwithstanding anything contained in the foregoing provisions of this Statute, a teacher, a member of the academic staff or other employee may resign —
 - (a) if he is a permanent employee, only after giving three months' notice in writing to the Board of Management or the appointing authority, as the case may be, or by paying three months' salary in lieu thereof ; or
 - (b) if he is not a permanent employee, only after giving one month's notice in writing to the Board of Management or the appointing authority, as the case may be, or by paying one month's salary in lieu thereof :

Provided that such resignation shall take effect only from the date on which the resignation is accepted by the Board of Management, or the appointing authority, as the

case may be.

23. Maintenance of discipline amongst the students of the University.

(1) The powers regarding discipline and disciplinary action in regard to the students of the University shall vest in the Vice-Chancellor who may delegate all or any of his powers, as he may deem fit.

(2) Without prejudice to the generality of his powers relating to the maintenance of discipline and taking such action as he may deem appropriate for the maintenance of discipline, the Vice-Chancellor may, in exercise of his powers, by order, direct that any student or students be expelled or rusticated for a specified period and not admitted to a course or courses of study in the University or an affiliated college or institution for a stated period, or be punished with a fine for an amount to be specified in the order, or debarred from an examination or examinations conducted by the University or an affiliated college or institution for one or more years or that the result of the student or students concerned in the examination or examinations, in which he has or they have appeared, to be cancelled.

(2) The heads of affiliated colleges and institutions shall have the authority to exercise all such disciplinary powers over the students in their respective colleges and institutions as may be necessary for the proper and efficient functioning of such colleges and institutions.

**By order and in the name of
The Lt. Governor of the National Capital Territory of Delhi/
Chancellor, Indraprastha Vishwavidyalaya, Delhi.**

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Partial amendment in Sub Clause (6) of Statute 3(B)