



SYMBIOSIS INTERNATIONAL (DEEMED UNIVERSITY)

(Established under section 3 of the UGC Act 1956)

Re-Accredited by NAAC with 'A++' Grade | Awarded Category - I by UGC

Founder: Prof. Dr. S. B. Mujumdar M.Sc. Ph.D. (Awarded Padma Bhushan and Padma Shri by President of India)

June 2021

Symbiosis International (Deemed University), Pune, India

How Symbiosis International (Deemed University) Embraces Indian Ethical Values for Fostering Excellence

A Concept Note for Implementation

Objective: Symbiosis International (Deemed University) aspires to be a globally recognized University, nurturing ethical leaders who embrace diversity, uphold honesty, respect others, and promote fairness.

Symbiosis International (Deemed University) is committed to providing a transformative educational experience that fosters intellectual growth, social responsibility, and ethical values. We strive to create a vibrant and inclusive learning community that empowers students to become well-rounded global citizens.

Core Ethical Values:

- Diversity:** We celebrate the richness of human diversity and recognize the unique perspectives each individual brings to our university. We promote an inclusive environment that respects diverse cultures, beliefs, backgrounds, and identities. Embracing diversity enriches our learning experiences and fosters understanding and mutual respect among our students, faculty, staff, and stakeholders.
- Honesty:** We uphold the highest standards of academic integrity and honesty. Academic excellence requires a commitment to truthfulness and ethical conduct in all aspects of learning and research. Symbiosis International (Deemed University) maintains a zero-tolerance policy towards plagiarism, cheating, and academic dishonesty, ensuring the credibility of our academic programs.
- Respect:** Respect is at the heart of our university community. We treat every individual with dignity and consideration, fostering a culture of empathy, open dialogue, and active listening. Respect for diverse viewpoints enables constructive discussions, supports personal growth, and nurtures a positive campus environment.
- Fairness:** We promote fairness in all aspects of university life. Our policies and procedures are designed to ensure equal opportunities for everyone, irrespective of their background or identity. Fairness in admissions, hiring, promotions, and disciplinary actions underscores our commitment to meritocracy and social justice.

Strategic Objectives:



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1. **Cultivating Ethical Leadership:** Develop programs and initiatives that instill ethical leadership qualities in students, preparing them to be responsible, compassionate, and principled global citizens.
2. **Inclusive Excellence:** Promote diversity and inclusivity by providing equal access to education, embracing diverse perspectives in curricula, and fostering an inclusive campus culture.
3. **Strengthening Academic Integrity:** Implement rigorous measures to uphold academic integrity, including awareness campaigns, educational programs, and plagiarism detection tools.
4. **Respectful Campus Culture:** Create a culture of mutual respect and inclusion through awareness workshops, training, and policies that address issues related to discrimination, harassment, and bias.
5. **Fairness and Transparency:** Enhance fairness and transparency in decision-making processes, governance, and resource allocation to build trust and confidence among stakeholders.
6. **Ethical Research and Innovation:** Encourage research and innovation that aligns with ethical values, adheres to research integrity, and contributes positively to society and the environment.

Implementation Strategies:

1. **Curriculum Integration:** Integrate ethical principles into curricula across all academic disciplines, emphasizing the importance of diversity, honesty, respect, and fairness.
2. **Campus-wide Training:** Conduct regular training and workshops for faculty, staff, and students to raise awareness about ethical values and foster a culture of inclusivity.
3. **Ethical Framework:** Develop and implement an ethical framework to guide decision-making, policies, and practices throughout the university.
4. **Student Engagement:** Encourage student-led initiatives that promote ethical values, diversity, and inclusivity, empowering students to become advocates for positive change.
5. **Partnerships:** Collaborate with external organizations and institutions committed to promoting ethical values and diversity in education.
6. **Assessment and Monitoring:** Establish mechanisms to assess progress towards achieving ethical goals and ensure continuous improvement.



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This concept notes reflects Symbiosis International (Deemed University)'s unwavering commitment to embedding ethical values - diversity, honesty, respect, and fairness - at the core of our educational mission. By embracing these values, we aim to foster an enriching and transformative educational experience that empowers our students to become ethical leaders and positive agents of change in a diverse and interconnected world. This strategic roadmap will guide us towards our vision of becoming a global center of excellence in higher education while upholding the highest ethical standards.

Dr R Raman

Director – Strategy and Development