



OFFICE OF THE REGISTRAR
MAJULI UNIVERSITY OF CULTURE

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No. MUC/RG-01/22-23/189

Date: 17/01/2024

NOTIFICATION

This is to notify for all concerned that the 11th Meeting of the Board of Management, Majuli University of Culture held on 12.01.2024 vide Resolution No.06 has approved the drafts of the following Ordinance and Rules of the Majuli University of Culture, Majuli, Assam with immediate effect-

a) *Majuli University of Culture Officer's and Employee's Service Conditions Ordinance, 2024 (attached herewith as Annexure A).*

b) *Majuli University of Culture Employee's Conduct Rules, 2024 (attached herewith as Annexure B).*

Issued with due approval.

(Dr. B.C. Borah)
Registrar
Majuli University of Culture
Majuli, Assam

Copy to:

1. The Hon'ble Vice Chancellor, Majuli University of Culture, Majuli for favour of kind information.
2. The Heads of All Teaching Departments, Majuli University of Culture, Majuli for information and needful.
3. All Administrative Branches of Majuli University of Culture, Majuli.
4. The In-Charge of the Majuli University of Culture website with a request to upload the notice on the website.
5. Office File.

(Dr. B.C. Borah)
Registrar
Majuli University of Culture
Majuli, Assam

**MAJULI UNIVERSITY OF CULTURE
OFFICERS' AND EMPLOYEES'
SERVICE CONDITIONS ORDINANCE,
2024**



MAJULI UNIVERSITY OF CULTURE

MAJULI: ASSAM: 785104

**[Approved by the Board of Management, Majuli University of Culture in its 11th
Meeting held on 12/01/2024 under Resolution No. 06]**

Title	1.	This ordinance shall be called Majuli University of Culture Officers' and Employees' Service Conditions Ordinance, 2024.
Commencement	2.	It shall come into force with effect from the date of its notification.
Application	3.	It shall be applicable to all the Employees of the Majuli University of Culture except Teachers and Registrar for whom there are separate Service condition.
Definition	4.	(a) Article means an Article of this Ordinance. (b) Employee means an employee appointed in a post in the cadre of Officer/ Grade-III/ Grade-IV as in the first statues under Majuli University of Culture, and in the post as created by the Board of Management, from time to time.
Grade and Categories of Post	5.	There shall be following grades and categories of employees in the University. (a) Officers as provided in the First Statues under the Majuli University of Culture and as created by the Board of Management from time to time. (b) All other officers as per in the First Statues under the Majuli University of Culture and as created by the Board of Management. (c) All employees in the Grade-III posts as per list of the First status under Majuli University of Culture and as created by the Board of Management. (d) All employees in the Grade-IV posts as per list of the First Status under Majuli University of Culture and as created by the Board of Management.
Qualification, Eligibility & Fitness for Appointment	6.	No one shall be eligible for appointment in any of the non-teaching posts unless. (i) He/she possesses the minimum educational qualification prescribed for the respective post by the appropriate authority. (ii) He/she is a citizen of India. (iii) He/she is found medically fit both in mind and body. A certificate duly signed by the District Medical Officer, Majuli District or any competent Registered medical Officer approved by the Vice-Chancellor on his/her medical fitness shall be produced by the person appointed in a post.

Method of Recruitment

- (iv) He/she possesses good character as supported by antecedents; a certificate about good character form the Head of the Institution last attended or served shall accompany an application for any post.
- (v) A satisfactory Police Verification report is received for the respective applicant.

7. Appointment to the post of an Officer, Grade-III or Grade IV shall staff may be made by anyone of these methods namely

- (a) By direct Recruitment,
- (b) By promotion,
- (c) By deputation,
- (d) On Contract basis.

8. (i) Appointment to a post in any by promotion shall be made, whether in a permanent or officiating capacity form amongst employees' serving in the post in next lower grade.

- (ii) Every appointment by promotion shall be made by selection on the basis of merit, efficiency and commitment, to be decided by taking Article 33(i), (ii) (iii) & 34 of this ordinance into consideration. Due regard shall be paid to seniority, and satisfactory service records as reflected in the confidential Reports for three consecutive preceding years (where applicable)]

Procedure for Direct Recruitment

9. Appointment by direct recruitment shall be made according to the following procedure, namely

- (a) (i) Any permanent vacancy in any post of officer's grade, other than the promotional ones shall be advertised in more than one Newspapers having side circulation;
(ii) Any permanent vacancy in any post of Grade-III and Grade-IV other than promotional ones shall be advertised in local newspapers with information to the District Employment Officer.
- (b) For the proper selection to a post of Officer, the Registrar may, after scrutiny of the applications, call eligible applicants for interview at such place and time as deemed fit. The Selection Committee formed under Article 3.11 of the First Statutes of the Majuli University of Culture shall interview the applicants who appear before it.
- (c) For the purpose of selection to post of Grade-III or Grade-IV, the Registrar may, after scrutiny of the applications, call eligible applicants for interview t such place and time as deemed fit. The Selection Committee constituted for the purpose with due approval of the Vice-Chancellor shall interview the applicants including those having the requisite qualification.
- (d) The selection committee shall prepare a panel of names for each vacancy. The Selection Committee shall also indicate the order of preference in the panel of names.

If none of the candidates is found suitable by the selection committee, the Board of Management shall take appropriate decision as deemed fit on the matter.

- (e) The Board of Management shall consider the recommendations of the Selection Committee and make appointment to fill up each vacancy of Officer from the respective panel of names.
- (f) The Registrar shall make appointment to fill up each vacancy of Grade-III and Grade-IV posts from the respective list of names as prepared and recommended by the Selection Committee, and shall apprise the vice-Chancellor of the same, provided that the number of candidates interviewed for each vacancy shall not be normally less than three.
- (g) The inclusion of the name of any person in the Selection list confers no right on him to claim any post.
- Recruitment on Deputation** 10. The Board of Management may appoint any person as an Officer for a specific period on deputation from any State Government or the Government of India or any other Institution as Deemed fit. The terms and conditions of such deputation shall be determined by negotiation with respective Government or Institution.
- Recruitment by Contract** 11. The Board of Management if deemed it necessary may appoint any person as an Officer on contract basis for a limited period of not more than three years at a time, on such terms and conditions as may be determined by negotiation with the person concerned.
- Temporary Appointment** 12. The appointing authority may make a temporary appointment for a period not exceeding 6 (six) months.
- Temporary Promotion** 13. Where in the interest of the University to meet an emergency, it is necessary to fill immediately a vacancy in a post in the University by promotion from the lower category, the appointing authority may promote a person in accordance with this ordinance temporarily, until the vacancy is filled up in accordance with this Ordinance.
- Re-employment of retired persons from service of the University** 14. (i) The Board of Management or the appropriate authority, if deemed it necessary may re-employ a person in the service of the University, who attained superannuation from that service, as per the approval of the Board of Management.
- (ii) The terms and conditions of Service and employments of such re-employed employees shall be in terms of the provisions of the M.U.C Employees' Re-employment Rules.
- Joining in the post** 15. (i) A person appointed to a post shall submit at the time of joining a certificate from the District Health Officer, Majuli or a Registered Medical Officer not below the rank of District Health Officer, that he/she is found fit both in mind and body.
- (ii) Every person appointed to a post either by direct recruitment or by contract shall execute and agreement

Probation and confirmation	16.	(i)	with the University that he/she shall strictly abide by the provisions of the Act and Ordinance(s).
		(ii)	Every person appointed permanently to a post under the University, whether by promotion or by direct recruitment, shall be on probation in such a post for a period of one year, provided that the appointing authority may, in may individual case, extend the period of probation to such extent as it deems necessary.
		(iii)	Where a person appointed to a post under the University on probation is found unsuitable for holding that post or has not completed his period of probation satisfactorily, the appointing authority may:
		(a)	In the case of a person appointed by promotion revert him to the post held by him immediately before such appointment, and
		(b)	In the case of a person appointed by direct recruitment, terminate his/her service under the university without any prior notice.
Seniority	17.	(i)	Every person appointed to a permanent post under the University by promotion or by direct recruitment shall, on satisfactorily completing his/her period of probation, be eligible for confirmation in the post.
		(iv)	No employee shall be confirmed in any post unless: (a) Such post is permanent and no one else has been confirmed in it, and (b) The service of the employee under the University is approved by the appropriate authority.
Temporary and permanent service	18.	(i)	Seniority of employees in a particular grade shall be determined with reference to the date from which their services in that grade is counted for probation.
		(ii)	Seniority of employees in each grade shall be determined according to the date of joining, provided that seniority of employees to the date of joining, provided that seniority of employees who join on the same date shall be determined according to the date of birth, i.e. a person older in age will be senior to one younger to him.
Counting of post Service	19.	(i)	An employee shall be a temporary employee of the University, until he/she is confirmed in a permanent post under the University.
	(ii)	An employee confirmed in any permanent post under the University shall be a permanent employee of the University.	
Scale of Pay	20.	(i)	Previous service without any break in a cadre shall be counted for promotion or appointment to a higher cadre.
	(ii)	The scales of pay for the posts under the university shall be specified from time to time by the Board of Management.	
Initial Pay	21.	(i)	Matters regarding initial pay fixation, special pay, personal pay, honorarium etc. Shall be governed in terms

of the rule and decisions of the Board of Management framed and adopted from time to time for the purpose.

Provided that if an employee/officer is appointed to a new post and if pay scale in the said post is higher than the scale of pay which he/she was drawing before, than the pay of the employee shall first be increased by one increment in the lower scale and the fixed in the higher scale at the stage, next above.

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| Annual increment of Pay | 22. | (i) An increment shall ordinarily be dawn as a matter of course unless it is withheld by the Board Of Management/Vice-Chancellor or the Registrar as the case may be.
(ii) An increment may be withheld, if the conduct of the employee has not been good or his work has not been satisfactory as reflected in the confidential report of his/her controlling officer.
(iii) Where an efficiency bar is prescribed in the time scale, the increment next above the bar shall not be given to an employee without specific sanction of the authority empowered to withhold increments. |
| Counting of service for increments | 23. | The following service shall be counted for increments in the time scale of a post:
(i) Duty in that post or in any other post of the same or higher grade, whether continuous or not.
(ii) Duty in an equivalent or higher post in foreign service and
(iii) Leave, other that extraordinary leave. |
| Pay and allowance for holding additional charge of post | 24. | (i) An employee placed in charge of the current duties of a higher post for a continuous period of 15 days or more shall receive, in addition to his/her own pay, an allowance equal to 10% (ten percent) of the minimum of the scale of pay applicable to the higher post
(ii) When an employee holding one post is placed in charge of the current duties of a post equivalent status of his own substantive post for a continuous period of 15 days or more, the employee concerned shall receive an additional allowance of 10% (ten percent) of the minimum of his scale of pay.
(iii) An employee placed in charge of the full duties of a post of status equivalent to his own basic post shall receive allowance at 20%(twenty percent) of the minimum of the scale of the post.
(iv) An employee holding one post when placed in charge of the current duties of a lower post for a continuous period of 15 days or more shall receive an additional allowance of 10%(ten percent) of the minimum of his/her scale of pay. |

Pay during suspension	25	<p>An employee under suspension, shall, during the period of suspension be entitled to subsistence allowance as are prescribed below:</p> <ul style="list-style-type: none"> (i) After the first six months, 50% of the basic pay plus admissible allowances in full. (ii) After the first six months 75% of the basic pay plus admissible allowance in full if the case is not settled for administrative reasons. (iii) If the employee is exonerated in the proceeding, then the balance of his/her pay shall be paid to him/her in full (iv) If an employee is imposed on him/her as a result of disciplinary proceeding, then the Board of Management, the Vice-Chancellor or the Registrar, as the case may be, may either refuse him/her the entire balance of him/her pay or grant part of the balance of his/her pay as it deems fit depending on the gravity of the offence and degree of punishment.
Termination of services	26	<ul style="list-style-type: none"> (i) The services of a temporary employee may be terminated by the appointing authority without assigning any reasons: <ul style="list-style-type: none"> (a) During the period of probation following the first appointment, at any time without notice, and (b) After such period of probation, at any time by a notice of one month in writing given by the appointing authority to the employee or at any time without notice on payment of one month's pay. (ii) The services of a permanent employee may be terminated by a notice of three months or on payment of pay of such period as the notice falls short of three months or without notice on payment of three months' pay, if the post in which he/she was confirmed is abolished. (iii) If an employee has been declared to be physically or mentally unfit for performing his normal duties by a Medical Officer, Specialist in the branch to which the disability relates as decided by the authority or by a Medical Board constituted under the direction of the Board of Management with at least one specialist in the branch to which the disability relates then on payment of 4 (four) months pay (last Basic Pay + D.A +Medical Allowance), he/she shall be instantly released from service of the University (iv) The services of an employee on contract service, may be terminated on the expiry of the period of contract or at any time on one month's notice, or on payment of one month's notice.
Compulsory Retirement	27	<p>An employee may be given compulsory retirement from the University service by the appointing authority—</p>

- (i) On being declared medically unfit for service appointed for by a Medical Board or a Medical Officer appointed by the appropriate authority/ the appointing authority.
- (ii) On the imposition of the penalty of compulsory retirement.
- Resignation** 28. (i) A permanent employee may, by notice of 03(three) months and a temporary employee by notice of 01 (one) month in writing addressed to the appointing authority, resign from the service of the University.
Provided that no resignation shall be affective unless it is accepted by the appointing authority / appropriate authority.
- (ii) The appointing authority / appropriate authority may, if it feels proper in any special circumstances, permit an employee to resign from the service of the University on shorter notice.
- Voluntary Retirement** 29 An employee may, by giving not less than 03 (three) months' notice in writing to the appointing authority, voluntarily retire for University services after he / she has completed 25 years with retirement benefits.
- (i) An employee opting for voluntary retirement in addition to his / her retirement benefits shall be entitled to the gringo benefit of an amount @ 30 days' salary (last Basic + D.A) for each year of remaining service period.
- Retirement** 30 The date of retirement of an employee of the University is the last day of the month in which he/she attains the age of 60 (sixty) years or such age as may be fixed by the Board of Management, from time to time.
- Leave, Leave Salary, Provident Fund, Gratuity, Medical Benefits, Group Insurance** 31. Leave, Leave Salary, Provident Fund, Gratuity, Medical Benefits, Group Insurance shall be governed by separate Ordinance and Rules of the University framed and adopted for the purpose.
- Procedure of Disciplinary Proceeding** 32 In case of any disciplinary proceeding, the following procedure be duly followed:
- (i) The Hon'ble Vice-Chancellor may suspend an Officer after being satisfied that there is a prima-facie case against him / her and there is sufficient ground requiring such suspension pending disciplinary proceedings. The Hon'ble Vice-Chancellor shall support such suspension to the Board of Management in the next sitting.
- (ii) The Registrar may when he deems it necessary according to the gravity of the allegation(s) suspend an employee of Grade-III / Grade-IV cadre. The Hon'ble Vice-Chancellor shall be apprised of the same accordingly.
- (iii) In case of an Officer the Board of Management shall cause due investigation of the allegation reported by the Hon'ble Vice-Chancellor and shall frame the charges. The Board of Management shall appoint any Enquiry

Committee preferably consisting of 3 (three) members. The impugned person shall be intimated in writing about the constitution of the Enquiry Committee and about to charges against him/ her within a period of 2 (two) months from the date of suspension, and shall be given not less than three weeks' time to submit his/ her explanation in writing

However, composition of the Enquiry Committee and the time frame prescribed above for intimation of charges and submission of written explanation by an officer who is not suspended, may be reduced by the Board of Management depending on the merit of each case.

- (iv) In case of an employee of Grade-III / Grade-IV cadre, the Registrar, with the approval of the Hon'ble Vice-Chancellor shall appoint any Enquiry Committee consisting of such number of members as the Hon'ble Vice-Chancellor may decide for investigation of the allegation. However, there shall be a provision of inducting an observer in the sitting of the Enquiry Committee in case the impugned person so desires.

In case the observer shall be a member if the University community as suggested by the impugned person. The impugned person shall be intimated in writing about the charges against him / her within 2 (two) months from the date of suspension and shall be given not less than 3weeks time to submit his / her explanation in writing.

However, the time frame prescribed above for intimation of charges and submission of written explanation by an employee who is not suspended may be reduced by the Hon'ble Vice-Chancellor depending on the merit of each case.

- (v) The Committee shall hear the Officer / Grade-III / Grade-IV employee, if he/she wants and take such evidence as it considers necessary. The employee shall, if he/she desires, be given opportunity of seeing all relevant documents. In case of an Officer, the Committee shall after conclusion of the enquiry submit a report to the Hon'ble Vice-Chancellor for consideration of the Board of Management stating its findings clearly. In case of an employee of Grade-III/ Grade IV staff, the action on the report of the Committee shall be taken by the Registrar. The Hon'ble Vice-Chancellor shall be apprised of the same.
- (vi) In case of an Officer, the Board of Management and in case of an employee of Grade-III /Grade-IV staff, the Registrar may, on being satisfied that the charges have been duly proved, impose any one or more of the

following penalties according to the gravity of the charges:

- (a) Censure
- (b) Withholding of increment
- (c) Recovery of the money proved to be misappropriated
- (d) Payment of the admissible subsistence allowance only during the period of suspension, i.e. deprived of getting full salary. (Treated the period of suspension as dies non)
- (e) Withholding promotion
- (f) Demotion / Reduction of rank
- (g) Compulsory retirement
- (h) Removal
- (i) Dismissal

Provided that, in case of imposition of any of the penalties mentioned at (g),(h) and (i) above, the employee shall be given not less than 3 (three) weeks time to show cause against the proposed penalty.

Provided further that an appeal be preferred within 30 (thirty) days of the receipt of order imposing any of the penalties of compulsory retirement, removal or dismissal to the Chancellor in case of Officer and to the Hon'ble Vice-Chancellor, in case of Grade-III and Grade-IV employee.

Code of Conduct 33

- (i) Every employee shall at all times contribute towards the growth of administrative and academic life and atmosphere in the University and shall attend to his/her duties as specified by competent authority.
- (ii) Every employee shall (a) maintain punctuality, discipline, absolute integrity, honesty and devotion to duty, (b) sincerely and regularly perform his/her official duties, (c) strictly follow the rules of the University.
- (iii) An employee who is habitually late in attendance shall, in addition to such other penalty as the competent authority may impose, forfeit one day's casual leave for every 3 (three) days of late attendance. Where such an employee has no casual leave at his/her credit, the period of leave to be so forfeited shall debited to earned leave.
- (iv) No employee shall transmit directly or indirectly any information or document obtained by him/her in course

of his official duties to any other employee or person to whom he/she is not authorized to transmit.

- (v) No employee shall contribute to the media any matter connected with the University, which may adversely affect the image of the University, without previous sanction of the competent University authority.
- (vi) No employee shall solicit, seek or accept any outside employment, stipendiary or honorary or engage in any trade, business, vocation, profession or calling in his own name or benami, as a whole-time or part-time occupation.

Provided that an employee may take up occasional work of literary, artistic, athletic or scientific character (including broadcast talk) or honorary office of a charitable nature with the knowledge of the University authority and without his/her normal duties.

Employee shall enrol himself as a regular student in any college or other educational or research institution or register himself as a non-collegiate or a private candidate in any University examination without prior permission of the competent University authority.

- (vii) No employee shall offer himself/herself as a candidate for election to Local Body/ Legislative Assembly/ Lok Sabha or Rajya Sabha or for holding office of any political organisation without prior permission of the competent University authority. Provided, further than an employee may seek election as a candidate for a Local Body with prior permission of the Board of Management but shall not be entitled to accept any office there under.

Provided, further that an employee seeking election to a Legislative Assembly/ Lok Sabha or Rajya Sabha shall be on leave as admissible under the rules from the date of filling his /her nomination paper till the announcement of the result of the election if he/she happens to be defeated in election. In case he/she is elected to such Legislative Body then he/she shall be on leave till the termination of the period of membership of such a Legislative Body. Such employee however shall not be allowed to retain lien on his/her post for a period exceeding 6(six) years at a time.

- (ix) No employee shall engage himself/herself or participate in any demonstration which is prejudicial to the growth and community of the University.
- (x) No employee shall abstain from duties without prior /proper information to the competent University authority.

- (xi) Contravention of any provision of this Article (Article 33) shall be treated as misconduct.
- Accountability** 34. Annual Confidence Report (A.C.R) of every shall be submitted by his /her controlling Officer in prescribed proforma to the Registrar at the end of the Callender Year. For employees other than the fourth-grade ones, the A.C.R will be prepared on the basis of the quarterly performance-appraisal reports submitted by each employee.
- Adverse remarks / reports, if any, shall be communicated in writing to the employee concerned for rectification.
35. If the appointing authority is satisfied that in any particular case, the enforcement of any of these Articles has caused undue hardship to an employee then it may relax the operation of that Article to such extent and under such conditions as it deems fit and proper.
- Interpretation** 36. The Board of Management shall have the right to intercept any of these Articles whenever circumstances so deemed.
- Validity of past decision** 37. Decisions prior to the commencement of this Ordinance in respect of any matter which is dealt with in this Ordinance in respect of any matter which is dealt with in this Ordinance but for which there were no rules previously shall be deemed valid.



MAJULI UNIVERSITY OF CULTURE EMPLOYEES CONDUCT RULE, 2024

Passed by the Board of Management vide Resolution No. 06, dated 12/01/2024

1. These Rules shall be called the Majuli University of Culture Employees Conduct Rules, 2024.
2. These shall come into force immediately.
3. **Definitions.** - In these Rules-
 - (i) 'University' shall mean the Majuli University of Culture;
 - (ii) 'Act' shall mean the Majuli University of Culture Act as amended up to date ;
 - (iii) An employee shall mean an officer or any person appointed by the University other than a teacher for whom a separate set of rules has been framed.
 - (iv) All other words and expressions used in these Rules shall have the same meaning as in the said Act.
4. An employee shall at all times-
 - (i) maintain absolute integrity,
 - (ii) maintain devotion to duty,
 - (iii) maintain cordial public relation, and
 - (iv) do nothing which is unbecoming of a university employees.
5. An employee shall not, in any broadcasting media including the print, electronic, social or any other new media or in any document publish in his own name or anonymously, pseudonymously or in the name of any other person or any communication to the press or in any public utterance, make any statement of fact or opinion which has the effect of any adverse criticism of any policy or action of the University.
6. An employee shall not be a member of or be otherwise associated with any political party or any organisation which takes part in politics, nor shall he take part in, subscribe in aid of, or assist in any other manner any political activities for election to a legislative body or to any local body without previous permission of the University authority and except in accordance with the following rule:

An employee desiring to seek election to the Parliament or the Legislative Assembly or any local body shall be on compulsory leave without pay subject to approval of the Board of Management.
7. An employee of the University shall neither accept any whole-time appointment under any institution nor carry on any trade, business, vocation, profession or calling in his own name or benami during the period he holds a whole time post in the University nor shall he hold any part-time employment elsewhere without prior permission of the University authority:

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

8. An employee of the University shall not prosecute any course of study involving attendance at a school or a college for preparing himself for any examination, without prior permission from the University authority:

Provided that he shall not undertake or shall discontinue his studies if so directed by the University authority:

Provided further that permission granted for the purposes of joining or attending any educational institution shall be subject to the condition that the employee shall not seek election to or hold any elective office in Students' Union or other association of students except association formed for purely literary, academic or athletic purposes.

9. No employee shall, except in accordance with any general or special order of the University authority or in the performance in good faith of the duties assigned to him, communicate, directly or indirectly any official document or any part thereof or information to any other employee or any other person to whom he is not authorised to communicate such document or information.

10. No employee shall, except with the previous sanction of the University authority own wholly or in part, the conduct or participate in the editing or management of any newspaper, electronic media, web portal or other periodical publication.

11. No employee shall, except with the previous sanction of the University authority, give evidence in connection with any enquiry conducted by any person, committee or authority.

12. No employee shall be a member, representative or office bearer of any association, union or organisation representing or purporting to represent University employees or any class of university employees unless such association satisfies the following conditions:

(a) membership of the association shall be confined to a distinct class or I classes of University employees and shall be open to all University employees of that class or classes. Office-bearers including the President shall be selected or elected from amongst its members :

(b) the association shall not in any way be connected with or affiliated to any association which does not satisfy condition (a);

Provided that this rule shall not apply to an employee to be a member or to hold office on being elected, nominated or selected to a cultural academic, literary, scientific or sports association or organisation recognised by the University.

13. The following lapses shall constitute improper conduct on the part of an employee :

(i) Failure to perform his official duties,

(ii) Deliberate violation of University rules,

(iii) Habitual unpunctuality in attendance,

(iv) Raising question of caste, creed, religion, race or sex in matters relating to the affairs of the University,

(v) Refusal to carry out the decisions and order of appropriate authorities.

14. The violation of any of these Rules shall be dealt with according to the Appeal and Discipline rules of the Government of Assam until such time when the University makes necessary rule sin this behalf.

15. In a case where the Board of Management is satisfied that continuance of an employee in service is jeopardising smooth functioning of the University, drastic measures shall be taken against such an employee.
