

AFFIDAVIT

I, [**Full Name of Teacher**], son/daughter/spouse of [Parent/Spouse Name], aged about [Age] years, residing at [Full Residential Address], holding [Qualifications, e.g., M.Sc. Nursing], and employed as [Designation, e.g., Assistant Professor] at [**Name of the Nursing Institute**], a nursing educational institution registered under [relevant authority, e.g., Indian Nursing Council/State Nursing Council/University], having its principal place of business at [Full Address] (hereinafter referred to as the "Institute"),

DO HEREBY SOLEMNLY AFFIRM AND DECLARE AS FOLLOWS:

1. That I have been appointed by the Institute to impart education and training in nursing and related subjects, and I voluntarily undertake to abide by the code of conduct, moral responsibilities, and professional behaviors outlined herein to maintain the integrity, reputation, and educational standards of the Institute.
2. **Code of Conduct and Moral Responsibilities:**

That I shall uphold the highest standards of moral integrity, ethical behavior, and professional responsibility in all interactions within the Institute, including teaching, mentoring, and administrative duties.

That I shall act as a role model for students, promoting values such as honesty, compassion, empathy, and respect for human dignity, in line with the Code of Ethics for Nurses in India as prescribed by the Indian Nursing Council.

That I shall maintain competence through continuous professional development, including attending workshops, seminars, and updating knowledge in nursing practices, pedagogy, and healthcare advancements.
3. **Behavior and Professional Conduct:**

That I shall exhibit courteous, respectful, and professional behavior towards students, colleagues, management, patients (if applicable during clinical training), and all stakeholders.

That I shall adhere to punctuality, regular attendance, and a professional dress code as prescribed by the Institute (e.g., formal attire or uniforms during duty hours).

That I shall avoid any form of harassment, bullying, discrimination, or favoritism based on caste, creed, religion, gender, disability, or any other protected characteristic, ensuring a safe and inclusive environment.
4. **Impartiality Towards Students:**

That I shall treat all students impartially, without bias or prejudice, in assessments, grading, feedback, and opportunities for learning or extracurricular activities.

That evaluations and decisions affecting students shall be based solely on merit, academic performance, and objective criteria, free from personal influences.
5. **Professional Relations with Students:**

That I shall maintain strictly professional relationships with students, avoiding any personal, romantic, or exploitative interactions that could compromise the teacher-student dynamic.

That I shall provide guidance and support to students in a mentoring capacity but shall not engage in activities that blur professional boundaries, such as lending money, accepting gifts, or involving students in personal matters.
6. **No Personal Agendas on Campus:**

That I shall not pursue or promote any personal, political, religious, or commercial agendas

on Institute premises or during official duties, ensuring that all activities align with the Institute's educational objectives.

That I shall refrain from using Institute resources (e.g., facilities, equipment, or time) for personal gain or unrelated purposes.

7. Confidentiality:

That I shall maintain strict confidentiality regarding all discussions, decisions, and information shared in management meetings, teacher consultations, or related to Institute operations, students' personal data, or patient records (if applicable).

That disclosure of confidential information shall only occur with explicit permission from the Management or as required by law, and any breach may result in disciplinary action.

8. Notice Period for Resignation:

That I shall provide at least three (3) months' written notice to the Management before resigning or leaving the employment, to allow for smooth transition and recruitment of a replacement.

That in cases of emergency or mutual agreement, the notice period may be waived or shortened at the discretion of the Management. That failure to provide the required notice shall result in me paying a penalty equivalent to one (1) month's salary as liquidated damages to cover administrative and recruitment costs.

9. Grounds for Termination:

That I understand the Institute reserves the right to terminate my employment immediately, without notice or compensation, if I am found engaging in unlawful activities, anti-Institute conduct (e.g., sabotage, spreading false information, or inciting unrest), or actions detrimental to the Management's interests (e.g., leaking proprietary information or colluding with competitors).

That termination may also occur for repeated violations of this affidavit, poor performance, or failure to meet INC faculty standards, and I shall be entitled to a fair inquiry process before termination, as per applicable labor laws.

10. Restrictions on Group Creation and Social Media:

That I shall not create, join, or administer any social media groups, WhatsApp groups, or other formal/informal groups involving students, colleagues, or Institute-related matters without prior written permission from the Management.

That any such groups, if approved, must adhere to professional standards and not be used for gossip, misinformation, or activities contrary to Institute policies.

11. Maintenance of Professional Dignity:

That I shall uphold professional dignity at all times, both on and off campus, by avoiding conduct that could tarnish the reputation of the Institute or the nursing profession (e.g., public intoxication, unethical social media posts, or involvement in scandals).

That I shall comply with all applicable laws, INC regulations, and Institute policies, including those related to academic integrity (e.g., no plagiarism in teaching materials) and resource utilization.

12. Additional Declarations:

- **Academic Integrity:** That I shall ensure fair and transparent teaching practices, including accurate record-keeping, timely submission of reports, and avoidance of any form of cheating or misrepresentation in examinations or research.

- **Non-Competition and Non-Solicitation:** That during employment and for six (6) months post-termination, I shall not solicit Institute students or staff for competing institutions or engage in direct competition within a 50 km radius of the Institute, subject to reasonableness under Indian law.
- **Health and Safety Compliance:** That I shall adhere to health protocols, especially in clinical settings, including patient confidentiality, infection control, and reporting of any hazards.
- **Intellectual Property:** That any teaching materials, research, or innovations developed during employment shall belong to the Institute, unless otherwise agreed.
- **Dispute Resolution:** That any disputes arising from my employment shall be resolved through mediation in [City], failing which, under the jurisdiction of courts in [City, State], governed by Indian laws.
- **Force Majeure:** That obligations may be suspended in cases of unforeseen events (e.g., natural disasters, pandemics) beyond control.
- **Grievance Redressal:** That I may raise grievances through a designated committee, which shall respond within 30 days, ensuring fairness as per UGC/INC guidelines.
- **Salary Decisions:** That I acknowledge and agree that all decisions regarding salary, increments, bonuses, or any other compensation shall be made solely by the Management of the Institute at its absolute and sole discretion, and I shall not challenge or dispute such decisions except as provided under applicable labor laws.

13. **Consequences of Breach:**

That breach of any declaration herein may result in warnings, suspension, termination, recovery of damages (e.g., training costs or the specified 1 month's salary for notice breach), or legal action. That the Institute may withhold certificates or references until obligations are fulfilled. That I agree to indemnify the Institute against any losses caused by my actions. That penalties shall be reasonable and proportionate, not exceeding actual losses incurred by the Institute.

14. That this affidavit shall remain in force during my employment and for one (1) year post-termination where applicable (e.g., non-competition). Amendments must be made through a fresh affidavit.

15. That the facts stated above are true and correct to the best of my knowledge and belief, and nothing material has been concealed therefrom. I am making this affidavit voluntarily and without any coercion.

DEPONENT

[Signature]

[Full Name of Teacher]

[Date]

VERIFICATION

Verified at [City] on this [Date] day of [Month], [Year], that the contents of the above affidavit are true and correct to the best of my knowledge and belief, and nothing has been concealed therein.

[Signature]

[Full Name of Teacher]

ATTESTED BY

[Space for Notary Public/Oath Commissioner Seal and Signature]