

## **Anti- Plagiarism Policy**

Plagiarism involves knowingly and deliberately presenting another person's intellectual contribution like research paper, case study etc as one's own without acknowledging the source or taking credit of another person's work in full or part thereof.

If any other faculty member and/or research scholar within or outside the institute involves a faculty member of KJSIMSR as a main or co-author, it is strongly suggested to remain vigilant about the likely implications and not to accept such invites in good faith without adequately verifying the originality of the work.

### **Identification and Assessment of Alleged Plagiarism:**

When there is detection or awareness of alleged plagiarism by any faculty member, it is reported to the Director. He then immediately instructs in writing the 'Plagiarism Enquiry Committee' (a permanent standing committee of the institute) to conduct an enquiry and recommend appropriate disciplinary action within four weeks. This committee, based on preliminary enquiries has to suggest to the Director in the form of a report within a week as to whether or not there is an issue of plagiarism involved.

The Director will subsequently ask the alleged faculty member to proceed on leave without pay till the enquiry committee recommends a final decision on the issue. This committee is empowered to conduct an enquiry, verify and solicit information from the Research and Publication Committee, concerned Area Chairperson or any other source they may deem fit for identification and assessment of alleged plagiarism. It will follow due process of law and recommend the Director to take necessary disciplinary action against the alleged faculty member.

### **Guidelines for Disciplinary Action:**

If plagiarism is established, maximum prescribed punishment could be one or more of the following:

1. The institute may debar the offender from the benefit of sponsorship of research funding, faculty development programmes, travel grants, supervision of PhD students, scholarships, fellowships, increments etc for a period deemed appropriate.
2. The institute may report to appropriate law enforcing agency for necessary action.
3. Dismissal from service.
4. If dismissed, such faculty shall not be given recommendation letter by the institute for any future employment in India or abroad.