JES COLLEGE OF COMMERCE SCIENCE & 17



Hand Book of Code of Conduct 2022 - 2023

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HANDBOOK OF CODE OF ETHICS – 2022-2023

Introduction:

Most of the time in our lives, our desires ruin us. But the desires are not bad. Lord Krishna quotes in Bhagwat Geeta "I am those desires that holds up Dharma". Do not suppress desires rather awaken viveka i.e., power to discriminate between truth and untruth in you. To let go of desires you have to follow a certain code of conduct this is manure by which the rose of love will blossom.

OUR VALUES

1. Integrity:

All the activities should be conducted in an ethical manner. Research and teaching shall be carried out in an environment of academic freedom and honesty.

2. Accountability:

The rules and responsibilities are assigned and people are held accountable for their deeds. We feel our liability towards the society and our actions add values to the institute.

3. Responsibility:

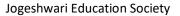
Everybody in the institute is expected to discharge his/her duties with the responsibility.

4. Transparency:

The general records of maximum aspects of the functioning are maintained in the physical form & online also to encourage transparency.

5. Respect to everyone:

While carrying out the interactions at all levels the dignity and respect of an individual is observed.



6. Nation builder:

Institute is committed to developing the skilled manpower to serve the nation.

7. Environmental Stewardship:

Committed in practicing green technologies for the sustainable development of the nation.

CODE OF CONDUCT IN GENERAL:

1. Dress code:

Everyone in the institution is required to follow decent dress code. Monday, Wednesday and Friday everyone has to come strictly in formals only. Any sorts of vulgarity or indecency will strictly not be tolerated. Strict action will be taken if this code of conduct not followed.

2. Honesty:

Malpractices/cheating during test/examination or knowingly furnishing false information are prohibited and strictly will be dealt with at the same time things like plagiarism are prohibited for faculty also.

3. Transparent administration:

With the help of MIS online information is maintained regarding attendance of the learners and conduction of classes by teachers. Biometric attendance of staff, leave records, salary slips etc are maintained.

4. Disciplined conduct:

Any behaviour obstructing teaching, research, administration, other proceedings or activities in the campus are entitled for punishment.

5. Respect for women:

Learners must take care that his/her behaviour is impeccable towards opposite gender. Any unwelcome behaviour towards female learners and employees in written, spoken, gestural or physical directly or indirectly would be dealt with as per the law.

6. Prohibition of Ragging:

Ragging is any conduct by a student as an individual or a group of them whether by words spoken or written, or by an act, which has the effect of teasing, treating or handling the fresher or any other student with rudeness will be treated as ragging and will be entitled for disciplinary action.

7. Drugs/Alcohol/ Tobacco:

Sale, distribution, manufacture, use and possession of drugs that are not prescribed by physician or are not legal in the open market are prohibited. Alcohol and tobacco products are also prohibited in the campus.

8. Position or use of fire arms:

Fireworks, exclusive, weapons or items of destruction are prohibited.

9. Conservation of natural resources, Energy and Environment:

Everyone is expected to be aware of these things and maintain the conduct accordingly.

10. Cleanliness:

Everyone is expected to maintain the general cleanliness within the classrooms, laboratories and the campus in general.

CODE OF CONDUCT FOR LEARNERS:

- 1. Learners play very important role in the institution. They come to the institute for their development, they must not do such things inside or outside the college that will in any way interfere with smooth functioning of the institute.
- 2. No information what so ever pertaining to the college must be given by the learners outside the institution without the permission of principal.
- 3. Learners are expected to take care of the college property and co-operate in keeping the premises neat and clean. Any damage to the college property is breach of discipline and will be strictly dealt with.
- 4. Misuse of mobile phone, tab or any digital gadgets is strictly prohibited. If caught will be liable for disciplinary action.
- 5. Learners will be responsible for their belongings; college will not be responsible for the same. Unclaimed belongings if found should be handed over in the college office.
- 6. Institute is very particular with fair development of all. Ragging or ill treatment of any such behaviour destroying the image and respect of anyone in the institute are taken very seriously. Management/Principal may take any decision within the best interest of all, and the same will be binding to all. All are free to inform anti ragging committee and such complaint will be taken very seriously.
- 7. Learners are informed to take prior permission from the class mentors for their long absence in any respect, if not done will be treated as indiscipline.
- 8. Attendance in all lectures, tutorials, tests and examinations is compulsory. Due to unavoidable circumstances learners need to maintain at least 75 percent attendance during lectures and tutorials. They need to maintain full attendance in tests & exams, if any learners do not maintain minimum criteria without communication to class mentor, will be treated as defaulters.
- 9. The list of defaulter learners with less than the required attendance is put up from time to time on the notice board. Parents or guardians of the learners with very poor attendance records are informed in writing in anticipation of improving attendance. Meetings are regularly held with parents to inform them about the ward's academic and overall performance.

CODE OF CONDUCT FOR TEACHING STAFF:

- 1. All staff of the institute are responsible for the protecting and taking responsible steps to prevent the theft or misuse of, or damage to institute assets including all kinds of physical assets movable and immovable.
- 2. All staff shall devote their time and their best efforts for the progress of the institute.
- 3. Staff should contribute to the vision, mission and goals of institute through engagement of working hours.
- 4. Proper and courteous behaviour as part of professional, social decorum and a mark of respect to all categories of employees without discrimination on grounds of nature and tenure of employment.
- 5. Teachers should handle the subjects assigned by the head of the principal and they should complete the syllabus on time.
- 6. Mentor-mentee system must be effectively implemented. Teacher shall monitor the respective group of learners who are assigned to them.
- 7. Teachers should be good counsellor & facilitator. They should help, guide, encourage and assist the learners to ensure that the teaching learning process is properly implemented and successful. Value based education must be their motto.
- 8. Teachers should maintain decorum both inside and outside the classroom and set good example to the learners.
- 9. Teachers should carry out other academic, co-curricular and organisational activities that may be assigned to them from time to time.
- 10. Teachers must report on time to duty as per the working hours prescribed and should be available in the campus unless and otherwise, they are assigned duties elsewhere.
- 11. Principal should be intimated for reporting late or leaving early.
- 12. Teachers should punch biometric and also sign the attendance register while reporting for duty and also while leaving the college.
- 13. Prior written permission is required from principal at least a day in advance while availing CL or DL.
- 14. No teacher should involve himself/herself in any act of moral turpitude on his/her part which may cause impairment or bring discredit to the institute or management.

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- 15. Time table committee must submit the department time table and individual teachers time table to the principal on the reporting day of each semester. If any change required that change must also be reported to the principal in writing.
- 16. Teachers are expected to attend department, academic association meetings, seminars etc also college functions like sports day, college day, Independence Day etc celebrations without fail.
- 17. Teaching staff should encourage learners for asking doubts/questions.
- 18. The special care & attention must be given to the slow learners.
- 19. The staff should motivate the learners and bring out the creativity/originality in the learners and should make themselves available for doubt clearance.
- 20. All the staff members are required to submit their self-evaluation report at the end of every term of the academic year in the prescribed format.
- 21. Every faculty member is expected to attend his/her beneficial influence in building up the personality of learners and associate himself/herself actively in such extracurricular activities.

CODE OF CONDUCT FOR ACCOUNTANTS (NON-TEACHING STAFF):

- 1. Accountant should prepare accounts and tax returns ensuring compliances with payment reporting and other tax requirements.
- 2. Accountant should establish tables of accounts and assign entries to proper accounts.
- 3. Accountant should report to the principal regarding the financial status of the college at regular intervals.
- 4. Accountant should access accuracy, completeness and conformance to reporting and procedural standards.
- 5. Accountant should, examine and analyse accounting records, financial statements and other financial reports.
- 6. Accountant should provide all necessary accounting documents and financial statements for early account audits.

CODE OF CONDUCT FOR LIBRARIAN & LIBRARY STAFF (NON-TEACHING STAFF):

- 1. Check books in and out of the library, assemble and arrange display materials.
- 2. Review and evaluate resource material such as book reviews and catalogues.
- 3. Direct and train library staff in duties such as receiving, shelving, researching, cataloguing and equipment use.
- 4. Organise collections of books, publications, documents, audio visual aids, and other reference materials for convenient access.
- 5. Develop library policies and procedures.

CODE OF CONDUCT FOR PEONS (NON-TEACHING STAFF):

- Do dustings of office furniture, machines, files, tables, equipment, switch on lights and fans and switch them off when not required, remove and replace covers of machines etc
- 2. Do the work of opening, pasting, sorting and arranging papers circulars in accordance with the instructions of the head of the institution.
- 3. Carry messages, papers, registers, files, circulars etc.
- 4. Any other work as maybe assigned to them by the concerned faculty/head from time to time.
- 5. Ensure cleanliness and hygiene in college premises and inform for any discrepancy.
- 6. They should be supportive and humble with others.

CODE OF CONDUCT FOR PRINCIPAL:

- 1. The principal should plan the budgetary provisions and go through the financial audit statements of the institute.
- 2. The principal has authority to take all the necessary actions as and when required to maintain discipline in the institute.
- 3. The principal should oversee and monitor the administration of the academic programmes and general administration of the institute to ensure efficiency and effectiveness in the overall administrative task and assignments.
- 4. The principal should form various college level committees which are necessary for the development of institute.
- 5. The principal should encourage faculty members to update their knowledge by attending workshops/conferences.
- 6. The principal should encourage faculty members to author textbooks and publish research papers in reputed International/Indian journals/magazines and periodicals.
- 7. The principal should provide leadership, direction and co-ordination within the institute.
- 8. The principal is responsible for the development of academic programmes of the institute.
- 9. The principal should convene meetings of any of the authorities, bodies or committees, as and when required.
- 10. The principal should ensure the directions issued by the management are strictly complied with or as the case may be, implemented.
- 11. The principal should ensure that the quality in education and academic services is maintained for continuous improvement and turn the learners into better individual and responsible citizens of the country.
- 12. The principal should ensure that the long term and short-term development plans of the institute in the academic programs are duly processed and implemented through relevant authorities, bodies, committees and its members.
- 13. The principal shall be responsible for submission of an annual report on the progress achieved in different development and collaborative programmes to the various committees and management.

ETHICS

Introduction of Ethics:

The word "ethics" comes from the greek word "ethikos". It refers to one's moral character and way in which society expect people to behave in accordance with accepted principles.

Business ethics is the code of good conduct that a business adheres to in its daily dealings both with other businesses and with customers.

Most philosophers conclude that ethical failure occurs because of lack of character. Virtuous people will leave ethically. Therefore, we need to think about the desired virtues and how one can develop those virtues.

Professional Ethics:

- 1. Act with the highest standards of honesty and ethical conduct while walking in the college premises and at offside locations such as workshops, seminars and social events, or at any other place where the staff are representing the institute.
- 2. Avoid any activities that would involve stakeholders in any practice that is not in compliance with the code of conduct of the institute.
- 3. We must respect the person, privacy of the learners and other staff members of the institute.
- 4. We should treat learners, parents and colleagues with courtesy and sensitivity to their rights, duties and aspirations.
- 5. We should respect the dignity, rights and opinions of colleagues and learners.
- 6. We should respect cultural, ethnic and religious differences of colleagues and learners.



APPLICATION FOR CANCELLATION OF ADMISSION (DEGREE COLLEGE & SELF FINANCE COURSES)

		Date:
The Principal JES College of Commerce Science and IT Caves Road, Jogeshwari (East) Mumbai – 400060	Student Nu	mber:
Sir/Madam, I would like to cancel my admission in the o	college.	
1. Name: Mr./Ms		
(Surname) (First Name)	(Father's Name)	(Mother's Name)
2. Class	С	Div. & Roll No
3. Fees Receipt No.:		Date:
4. Residential Address:		
5. Mobile No:		
6. Reason for Cancellation:		
7. Have you taken admission in any other	college? If YES, Please	specify the names of the
Programme and the college where adm	ission is taken:	
		Yours Faithfully,

Signature of the Guardian

Signature of the student

Date:	Signature of the Clerk
1. Original Certificates Issued	2. Eligible / Not Eligible for the refund of the fees.
ADMISSION CANCELLED:	
Date:	Signature of the Librarian
LIBRARY DEPARTMENT: The student h	nas submitted the Identity Card and Library Card and has no
	along with this form for Refund of Fees)
NEFT / IFSC Code:	
Bank Account No:	
Name of the Bank and Branch Code	2:

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To,	Date:
The Principal JES College of Commerce Science and IT Caves Road, Jogeshwari (East) Mumbai – 400060	
Sub: Issue of Duplicate Fee Receipt Degree College BCOM / BAF / BMS / BSc-I Sir/Madam,	<u>I</u>
l .	
(Full Name)	
studying in my Div Roll No for the	e year 202 202_
Student ID No I lost my original fee receipt, so kin receipt & oblige.	dly issue me a duplicate fee
	Signature of the Student
For Office Use Received ₹/-	
Misc. Receipt No	
Date:	
Receiver's Signature	



FORMAT OF THE LETTER TO BE SUBMITTED BY A STUDENT WHO IS SEEKING PERMISSION TO APPEAR FOR THE ADDITIONAL CLASS TEST / ON ACCOUNT OF ABSENCE AT THE CLASS TEST UNDER

THE INTERNAL ASSESSMENT SCHEME (202__ - 202__)

To,		Date:
Caves F	ncipal lege of Commerce Science and IT Road, Jogeshwari (East) ai – 400060	
-	t: Permission for appearing for the Additional Class Tterl/II/III/IV/V/VI Examination.	est at the Internal Assessment o
Sir,		
I, Mr. /	Ms	student ofclass
bearing	g Roll No was absent for the class test condu	cted on
in the s	subjects of	as
part of	the Internal Assessment of Semester I / II / III / IV/ V / VI Ex	amination.
The rea	ason for my absence at the class test was:	
a.	Medical Ground :	
b.	Any other (Please specify):	
Enclos	ed along with is / are the following document/s: (Strike of	f whichever is not applicable)
a.	For absence on medical ground (if absence is of max 3 Medical Certificate for absence and fitness, Doctor's	, ,

- medicine.b. For absence on medical ground (if absence exceeds 3 days): Pathology Report / Any other
- b. For absence on medical ground (if absence exceeds 3 days): Pathology Report / Any other report supporting the reason for absence i.e. admit & discharge card / X-ray report etc. Medical Certificate for absence and fitness, Doctor's prescription, bill/s for purchase of medicine.

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C.	For absence due to participation in Inter Collegiate events, State or National or International level events, Training camp or coaching camp organized by authorized university or state or national or international bodies, NSS / NCC Events / Camps / cultural activities / sports activities / research festival or any other activities authenticated by the head of the institution.
d. ≽	For any other reason related documents:
>	
>	
establis every r be my examin	ware that the submission of this letter with / without the documents does not imply or the my right to appear for the additional examination and that the college authorities have ight to reject my application if the reason/s for absence is not found suitable / valid . It will responsibility to see the notice boards and verify if my request for appearance for additional ation is approved or not.
	er state that the information provided above is true and factual and that the college ties can take disciplinary action against me for providing incorrect / misleading information.
Yours F	aithfully
Name 8	& Signature of the Student
I state t	hat the information provided above is true and factual.
Name 8	&Signature of the Parent/Guardian



APPLICATION FOR PHOTOCOPY OF ASSESSED ANSWERBOOKS

	EXAMINATION: YEAR:		SEAT NO:
Name and addre	ess of the examinee applicant (in BLOCK LETTE	ERS):
Mr. / Ms			
			Tel:
I want to avail 50	0% concession under Reserved	Category (S.C.	/ S.T. / D.T. / N.T.): YES/ NO
college record).	, valid copy of caste certificate Subject(s) Applied for photoco		ched and must have documentation in answer book/s
Sr.	Name of the Subject	Sr.	Name of the Subject
No.		No.	
2.		5. 6.	
3.		7.	
4.		8.	
to the candidate	e, the delay in supplying a pho I not confer any right upon hin	tocopy of the	Il be deemed to be an additional facility assessed answer-book/s for any reason ne relevant Ordinances and Rules of the
Date:			Signature of Candidate

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		<u>UNDERTAKING</u>	
,		(Full Name) appeared	at the examination held
n (Month)	(Year)	(Full Name) appeared a with Exam Seat No	Class I
abide by the rules a	nd regulations in resp	king for obtaining photocopy of my bect of the availability of photocop photocopy for any other purpose	y and I shall not violate
		Sign	ature of Candidate
		can use photocopy/ies only for the ssal mechanism provided by the col	
Attach question pap certificate where eve		ard/ hall ticket, photocopy of lates	t mark sheet and caste
N.B. No personal inc	<u> uiries in this connect</u>	tion will be entertained.	
For Office Use)			
			Case No.
			Case No Fees ₹ Receipt No Date:
			Receipt No
			Date:



APPLICATION FOR REVALUATION OF ASSESSED ANSWERBOOKS

CLASS	:EXAMINATION:		SEAT NO:
MONT	TH:YEAR:		
Name	and address of the examinee applica	ant (in BLOCK LETTI	ERS):
Mr. / I	Ms		
Addre	ss:		
		Mo	bile:
I want	to avail 50% concession under Rese	rved Category (S.C.	/ S.T. / D.T. / N.T.): YES/ NO
(If YES	, attested, valid copy of caste certific	ate must be attach	ned and must have documentation in
colleg	e record).		
Partic	ular of the Subject(s) Applied for Rev	aluation of assesse	d answer book/s
Sr.	Name of the Subject	Sr. No.	Name of the Subject
No.		5	
2		6	
		-	
3		7	
4		8	
Revalu	uation of answer book/s shall be dee	med to be an addit	cional facility to the candidate, the delay
in dec	laration of revaluation result for any	reason whatsoev	er shall not confer any right upon them
for ac	lmission to a higher class, which m	natter shall always	be regulated in accordance with the
Releva	ant Ordinances & Rules made by the	university in that b	ehalf.
Place:			
Doto			Cignoture of Condidate
Date:			Signature of Candidate

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UNDERTAKING

l,		(Full nam	e) app	eared at	the
examination held in (Month)	(Year)		with E	xam Sea	t no.
Class her	eby undertake that	the resul	t of rev	aluation o	of my
answer book/s shall be binding on me and paper/s.	that I shall accept t	he revised:	l marks	assigned t	o my

(Candidates must attach copies of all lower examination where ever appeared)

Note:

- 1. This revaluation facility shall be for theory papers only.
- 2. This form should be duly filed in and signed by the applicant examinee ONLY.
- 3. The application should be submitted within 07 working days from the date of declaration of result. (No late application form will be accepted under any circumstances.)
- 4. The photo copy/copies of the revaluated answer-books shall not be provided to the examinees.



To,		Date:
The Principal JES College of Commerce Sci Caves Road, Jogeshwari (Eas Mumbai – 400060		
	Sub: Duplicate N	Marksheet
college misplaced my FYBCC	OM / SYBCOM / FYBMS /	, student of your ' SYBMS / FYBAF / SYBAF / FYBSc-IT / SYBSc-IT My Examination Seat No. was
Please issue me a duplicate N	Marsheet / Passing Certifi	cate.
The required fees ₹	(₹ 100/- for ma	arksheet for Degree College).
		Yours Faithfully,
		(Name of the Student with Signature)
Received ₹		Date:
being the payment against a	upilicate Marksheet / 1 as.	sing certificate.
		Signature of Head Clerk



FORM FOR IDENTITY CARD & LIBRARY READER'S REPORT

DEGREE COLLEGE

Fee Receipt No	o	Student No		Date
То				
-	Commerce Scie geshwari (East 060			PASTE ONE STAMP SIZE PHOTO HERE
Student Signat	ure (in black in	k only)		
Sir,				
from library. I college library, same in accordibrary.	hereby undert , which shall be ding with rules,	take to replace a lost or mutilated , which I agree to	nd pay the entire price I by me and to pay fine a	et entitling me to borrow boo of any book belonging to the and expenses in recovering the all rules and regulations of the
Class:		Div:	Roll No.:	
Full Name:				
		,	(Father's/Husband Na	, , ,
Local Address:				
		Contact No.: _		Date of Birth:



APPLICATION FOR LEAVE OF ABSENCE ON MEDICAL GROUNDS (FOR CONCESSION IN ATTENDENCE PURPOSE ONLY)

From Mr. /Miss		
Class:Div Roll No		
Address:	_	
	_	
	_	
Date:		
Student Number:		
То,		
The Principal JES College of Commerce Science and IT Caves Road, Jogeshwari (East) Mumbai – 400060		
I could not attend my regular lectures from _		
inclusive) on account of the following illness		
Medical Certificate dates	_ Issued by Dr.	
as required by rules	enclosed.	
Yours faithfully,		
(Signature of Student)		
(Countersign of Parent / Guardian)		

Rules:

- 1. Fully completed and signed application form should be submitted in office during office hours on any working day within **THREE DAYS** of resuming college.
- 2. An official receipt will be given by the office on submission of application. The receipt should be preserved by the student.
- 3. The medical certificate submitted does not amount to attending classes or examination or test. It only explains the medical condition of student.
- 4. Medical Certificate without specifying the exact dates will not be accepted.
- 5. If the student is absent for more than three days, details of medical report pathology test, X-ray reports etc. should be submitted.



RAILWAY CONCESSION FORM

DATE OF BIRTH	AGE IN COMPLETE: YEAR MONTH	
Student Number		
NAME IN FULL (IN BLOCK LETTERS)		
Mr./Ms		
(SURNAME) (FII	RST NAME)	(FATHER'S NAME)
CLASS (RAILWAY): FIRST/SECOND PERIOD: MONTHLY/QUARTERLY		
STATION: FROM	TO: JOGESHWARI	
RAILWAY: WESTERN / CENTRAL		
	SIGNATURE:	
DATE: CLASS:	DIV:	ROLL NO
ADDRESS (LOCAL) (IN BLOCK LETTER	S):	



APPLICATION FOR TRANSCRIPT

N. B. Please complete this form and submit it to the College Office. Incomplete forms will not be considered.

Charges for Transcripts: ₹ 1000/- for 5 copies. Every additional copy will be charged at ₹ 50/-per copy.

Personal Details: (PLEASE USE CAPITAL LETTERS ONLY) NAME: _____ (SURNAME) (NAME) (Father's / Husband's Name) Current Student Alumnus E-mail Address: If current student, mention Class and Division ______ If Alumnus, Specify year of graduation _____ Permanent Address: _____ Current Address (If different from permanent address): ______ Mobile No: _____ Alternate Mobile No: _____ Purpose of applying for a Transcript: ______ No. of copies required: Documents required with this form: • Original Mark sheets Written application • Copies of the form of the foreign University(s) the student wishes to apply **University Application Details:** Details of University(s) applying to: (Please the appropriate box) Country: USA UK Canada Australia Other If other, please mention _____

	Jogeshwari Education Society University Name (s)				
	Degree: Undergraduate Graduate Post Graduate Masters Programme Name:				
	Date:	Signature of the student / Parent/ Guardian			



AUTHORITY LETTER FOR COLLECTING EXAMINATION MARKSHEET

(To be completed by the candidate and submitted to the office personally for verification before going out of station)

,	Date:
The Principal JES College of Commerce Science and IT Caves Road, Jogeshwari (East) Mumbai – 400060	
Sir / Madam,	
and seat no, authorise the bearer FYBCOM / SYBCOM / TYBCOM / FYBMS / SYBM	class div roll no of this letter to collect my original FYJC / SYJC / IS / TYBMS / FYBAF / SYBAF / TYBAF / FYBSc-IT / n held in month of year
My I-card/ Hall ticket is given to the bearer of this	form for collection of my marksheet.
Full Name of the person authorized :	
Address of the authorized person in full :	
Signature of the authorized person with :	
Name of the student :	
Signature of the student :	
Signature of the official who verified the signature Received original marksheet of the above mention	
Date	Signature
	(To be signed at the time of collecting marksheet)



APPLICATION FOR WRITER FOR EXAMINATION

Name of the Candidate: _		
Class:	Roll No.:	Exam Seat No.:
Name of the Writer:		
Address and Telephone N	lumber of Writer:	
Educational Qualification	of Writer:	
		Photo of the writer
Signature of Candidate		Signature of Writer
Date:		
		Principal

N.B. – Supporting documents should be submitted by the candidate.

