

AIMS COLLEGE OF BUSINESS AND IT  
(PVT) LTD

# **ETHICAL FRAMEWORK**



## **Vision**

“To be a leading institution of academic excellence through incremental innovation.”

## **Mission**

Our mission is to provide a transformative education that empowers individuals to reach their full potential and make a positive impact on society through rigorous and innovative programs, we aim to cultivate critical thinking, and a passion for lifelong learning.

Our staff is dedicated to fostering a vibrant and inclusive learning community that values academic excellence, intellectual curiosity and personal growth while conducting impactful research that addresses pressing societal challenges and contributes to the advancement of knowledge.

We strive to prepare our students to become responsible global citizens who contribute to the betterment of their communities and the world by nurturing a culture of collaboration, diversity and ethical leadership, as a result to become ethical leaders, change-makers, and lifelong learners who make a positive and lasting impact on the world.

## **AIMS Core values**

### **Corporate Values**

The ethos and culture of AIMS College is based on the ethical principles of justice and equity, responsible care and respect for people’s rights.

These are exemplified by:

- Trust, Honesty and Integrity
- Mutual Care and Respect
- Openness to New Ideas
- Creativity and Innovation
- Pursuit of Excellence
- Fostering Personal Growth
- Collaboration & Teamwork

- Effective Communication
- Responsibility and Accountability
- Appreciation, Acknowledgment and Reward of Achievement
- Service to the College and Community

### **Management & Leadership Values**

- Visionary leadership which inspires, and nurtures shared vision
- Ethical and equitable management practices

### **Teaching & Learning Values**

The academic staff at AIMS College are committed to achieving excellence in teaching and learning through:

- Catering to individual needs and aspirations
- Committing to the principles of developmental learning
- Considers individual student learning styles
- Enabling students to develop as autonomous and reflective learners
- Providing appropriate breadth and balance, and a holistic view of the student's development
- Challenging students to inspire success
- Utilizing technology effectively
- Offering a cross-curriculum, integrated and collaborative team approach
- Actively models the values embedded in the curriculum
- Providing regular feedback to students and teachers to assist the learning process

### **AIMS Core Ethical Principles**

In the undertaking to accomplish its vision, AIMS entirely set in stone to respect a bunch of guiding principles considering the crucial moral standards

- Regard for the natural humankind, uniqueness, poise and way of life of others in their personality and their thoughts

- The right to speak freely of discourse, thought, and scholarly request to the degree that the law permits
- Empowering all staff and understudies to amplify their maximum capacity
- Acting capably in our way to deal with the climate, our social obligations and reasonable turn of events

### **AIMS Commitment to Equality, Diversity and Inclusion (EDI)**

Our technique sets out a system to convey a climate and culture that is genuinely comprehensive where:

- all people have fairness of chance to succeed
- the variety of AIMS people group is esteemed, celebrated and staff and understudies are upheld to be all that they can be.

### **Activities**

Our system upholds the Vision, Mission and Upsides of the campus through the quest for the accompanying exercises.

### **Future Graduate**

Taking part in, progressing through, gaining experience in, and successfully completing life-changing, lifelong education and training

### **Future life**

AIMS serves communities to uplift the economic, social and cultural impact.

## **Sustainability**

AIMS focuses to promote sustainable behaviour by protecting the environment, to stay alert to the climate changes and to follow resilience action, to minimise the waste and apply the digital tools to add the value and finally make it success through balance financial outcome

## **Education & Experience**

Learning Futures: Today, we are creating path for the experience learning's

## **Careers & Enterprise**

Transforming Knowledge to build inner power and skills

## **Impact & Innovation**

Increasing knowledge and innovation to benefit people, country and the environment

## **Sustainable Growth & Diversification**

Developing operational competencies and optimizing organization processes

## **Community**

Students at AIMS are making a meaningful impact on people's lives all across the world while also expanding their own academic experience.

## **Partnerships**

AIMS works collaboratively with educational institutions throughout the country and around the world to provide students with advancement opportunities.

## **Self-determination**

Making decisions about our own future and taking proactive steps to improve our professional environment

AIMS is seeking to appreciate pluralism and diversity in all our endeavors, actively aiding our workers in managing their work/life balance and being universally honest in our decision-making.

Recognizing that respect for the views of others necessitates intellectually responsible expression and presentation of ideas, and that intellectual conversation is concerned entirely with the ideas and not the person expressing them.

### **Core Standards of Professional Conduct**

AIMS is dedicated to the greatest professional standards, as defined by the

Nolan Principles of:

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership.

### **Application**

These essential beliefs, values, and standards should be addressed in all contexts and throughout the University's operations.

These are the ethical standards approved by the Executive Board and Board of Management, among other things, by agreeing on the governance principles of AIMS, which all members of AIMS are obliged to follow.

AIMS and its governing body are dedicated to engaging into and sustaining reciprocal ethical practices with all employees, students, and other stakeholders.

The Ethical Framework must be followed by all members of AIMS. Members should use the Framework as a reference and act accordingly if concerns are not clearly stated in the Framework. This Framework should be used to guide the development and implementation of all AIMS codes.

The Ethics and Advisory Committee created the Framework, and all AIMS constituents were consulted throughout the process. AIMS is dedicated to conducting yearly evaluations of the Framework to ensure that it maintains the highest standards in all of its operations and interactions.

### **From Policy to Practice**

#### **In all relationships, AIMS, its members, and stakeholders will:**

- Treat all at equal level without any discrimination
- Act based on the diversity such as cultural, racial, ideological, and religious differences;
- Create safeguarding and well protected environment
- Guarantee the security of personal information and that the records are maintained in proper manner.
- Not promote or encourage or force someone's belief
- Work towards an eco-friendly policy development
- Aid for intellectual based scholarly works
- Accept others intellectual property rights
- Endeavour to act constructively and promote basic human rights in relationship with individuals, corporations, and organizations.

#### **In all relationships AIMS and its members will:**

- React to complaints professionally and seriously
- Fulfil its commitments to all staff, students, partners, clients, and local communities
- Seek financing from ethically appropriate sources

- Conduct ethical research to improve the human condition.

**In all relationships AIMS will:**

- Explain its policies to all staff, students, partners, clients, and local communities as necessary
- Exercise adequate financial control
- Appreciate and respect its employees. It strives to always address employees' needs.
- AIMS will:
  - provide clear and fair terms of employment
  - provide a clear and transparent remuneration policy that is fair and suitable across the institution
  - ensure fair and equal opportunities for all staff, regardless of any condition or state other than the ability to carry out duties effectively
  - provide a clean and safe environment for all staff to carry out their duties.

**Students**

AIMS regards its students as partners in the learning environment and values and respects them. It strives to address students' needs at all times.

AIMS will:

- Offer inclusive quality teaching and learning opportunities
- Offer inclusive teaching and learning opportunities
- Offer fair, transparent, anonymous, and timely assessment when appropriate
- Introduce suitable learning tools
- Look after and aid and respect in the case of disability
- Provide children with fair and adequate support, both academically and personally.

**Stakeholders**

AIMS values and respects its constituents. It aims to address these different stakeholders' requirements.

AIMS will:

- Assure that all public content is kept up to date and correct



- Strive to always offer agreed-upon service standards
- Guarantee that reports, training, and other services given are of high quality

### **Local communities**

AIMS cares for and respects its surrounding communities. It aims to satisfy these communities' needs.

- endeavour to be responsive to the needs of the community
- be sensitive to friction between AIMS and local communities, as well as between students and local communities;
- participate in local projects where appropriate
- work to maintain and improve the local environment.

AIMS promotes ethical workplace practices and expects no less from its members and those involved in its operations.

### **AIMS Academic Partnerships Ethics Statement**

The Ethical Framework at AIMS is a collection of basic values based on the fundamental ethical principles of;

- Respect for others' intrinsic humanity, individuality, dignity, and lifestyle in their identity and views
- Freedom of expression, thinking, and intellectual inquiry
- Enabling all employees and students to reach their full potential
- Acting responsibly in our approach to the environment, social obligations, and sustainable development.

**As established by the Tertiary and Vocational Education Commission, relevant governments authorities, professional bodies and follow UN Human Rights Commission guidelines which recommend towards higher education.**

In terms of collaborations, our commitment is to develop ethical relationships on a global, local, commercial, intellectual, governmental, civic, educational, and professional scale. Because of the nature of the connection, certain values and principles may need to be emphasized, but this should inform partners about what to anticipate when working with AIMS. The following are the basic tenets of the academic Partnerships Ethics Statement:

- AIMS is committed to operating ethically across all its activities to protect its reputation and that of the Higher Education Sector.
- AIMS is committed to working together to build a community that values diversity in both our staff and student populations, and are representative and inclusive, allowing all to progress and thrive.
- AIMS and its governing body are committed to engaging in and sustaining reciprocal ethical practices with all stakeholders.
- AIMS expects our partner institutions to uphold the letter and spirit of these aims, and to take concrete efforts to do so.
- AIMS be mindful of local and cultural variances in approach while interacting with all our national and international partners.