





The College Crest

The emblem of the College dates back to the French Foreign Missionary Fathers who started this Institution of higher learning in the year 1882. It is made up of one scroll which is placed beneath the palm leaves, on which is inscribed the motto of the Institution in Latin - 'Fide et Labore'. The shield bears a cross in the centre which is symbolic of Christian faith and there are two bees on either side of the lower part of the cross representing hard work. The crown which is placed above the shield is a heraldic symbol of supremacy and glory. The compartment beneath the shield consists of palm leaves that are a sign of victory.

The College motto is 'Fide et Labore' which means **faith and toil**. Faith among other things gives persons a commitment to God, to her/his fellow women/men and to intellectual pursuits. Toil is a necessary prerequisite for any success.



SERVICE RULES AND CONDITIONS of

The Bangalore Jesuit Educational Society

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**EDUCATIONAL INSTITUTIONS RUN
BY
BANGALORE JESUIT EDUCATIONAL SOCIETY**

1. St. Joseph's College
2. St. Joseph's College of Commerce
3. St. Joseph's Evening College
4. St. Joseph's College of Business Administration
5. St. Joseph's Pre-University College
6. St. Joseph's Evening Pre-University College
7. St. Joseph's Boys' High School
8. Loyola Higher Primary School
9. Loyola High School
10. Loyola Composite Pre-University College
11. Loyola Industrial Training Centre
12. Loyola Industrial Training Centre Hostel
13. St. Joseph's Institution Hostels

(BJES) - Service Conditions and Rules

30.6 POWER TO IMPOSE PENALTIES

- 30.6.1 The power to impose penalties on the staff will rest with the management in respect of major misconducts and with the Director/Principal / HM in respect of minor misconducts.

COMPLAINTS (GREVIENCE PROCEDURE)

- 31.1 All complaints arising out of employment, including those relating to unfair treatment, shall be submitted by the employee to the Director/Principal/ HM in writing within 24 hours of occurrence of the cause for complaint.
- 31.2 If an employee feels that he/she has not obtained redress within 72 hours, he/she may submit his/her grievance in writing and present it to the Vice President.
- 31.3 On receipt of a complaint, the Vice President will examine the complaint (if he thinks fit he may appoint a Committee for this purpose) and give his decision within 30 days.