一、各高校要严格落实师德建设主体责任，建立完善[党委](https://baike.baidu.com/item/%E5%85%9A%E5%A7%94/9252967?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)统一领导、党政齐抓共管、牵头部门明确、院（系）具体落实、教师自我约束的工作机制。[党委书记](https://baike.baidu.com/item/%E5%85%9A%E5%A7%94%E4%B9%A6%E8%AE%B0/4175212?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)和[校长](https://baike.baidu.com/item/%E6%A0%A1%E9%95%BF/6451542?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)抓师德同责，是[师德](https://baike.baidu.com/item/%E5%B8%88%E5%BE%B7/393037?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)建设第一责任人。院（系）行政[主要负责人](https://baike.baidu.com/item/%E4%B8%BB%E8%A6%81%E8%B4%9F%E8%B4%A3%E4%BA%BA/3026156?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)对本单位师德建设负直接领导责任，院（系）党组织主要负责人也负有直接领导责任。

二、高校教师要自觉加强师德修养，严格遵守[师德规范](https://baike.baidu.com/item/%E5%B8%88%E5%BE%B7%E8%A7%84%E8%8C%83/6143976?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)，[严以律己](https://baike.baidu.com/item/%E4%B8%A5%E4%BB%A5%E5%BE%8B%E5%B7%B1/10694515?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)，[为人师表](https://baike.baidu.com/item/%E4%B8%BA%E4%BA%BA%E5%B8%88%E8%A1%A8/3896?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)，把[教书育人](https://baike.baidu.com/item/%E6%95%99%E4%B9%A6%E8%82%B2%E4%BA%BA/80805?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)和[自我修养](https://baike.baidu.com/item/%E8%87%AA%E6%88%91%E4%BF%AE%E5%85%BB/5879025?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)结合起来，坚持以德立身、以德立学、以德施教、以德育德。发生师德失范行为，本人要承担相应责任。

三、对高校教师师德失范行为实行“[一票否决](https://baike.baidu.com/item/%E4%B8%80%E7%A5%A8%E5%90%A6%E5%86%B3/426258?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)”。高校教师出现违反师德行为的，根据情节轻重，给予相应处理或处分。情节较轻的，给予[批评教育](https://baike.baidu.com/item/%E6%89%B9%E8%AF%84%E6%95%99%E8%82%B2/22604417?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、[诫勉谈话](https://baike.baidu.com/item/%E8%AF%AB%E5%8B%89%E8%B0%88%E8%AF%9D/3664031?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、责令检查、[通报批评](https://baike.baidu.com/item/%E9%80%9A%E6%8A%A5%E6%89%B9%E8%AF%84/12618554?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)，以及**取消**其在[评奖](https://baike.baidu.com/item/%E8%AF%84%E5%A5%96/7438726?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)[评优](https://baike.baidu.com/item/%E8%AF%84%E4%BC%98/7532421?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、[职务](https://baike.baidu.com/item/%E8%81%8C%E5%8A%A1/7452752?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)晋升、[职称](https://baike.baidu.com/item/%E8%81%8C%E7%A7%B0/1035081?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)评定、岗位聘用、[工资](https://baike.baidu.com/item/%E5%B7%A5%E8%B5%84/2532889?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)晋级、干部选任、申报人才计划、申报[科研项目](https://baike.baidu.com/item/%E7%A7%91%E7%A0%94%E9%A1%B9%E7%9B%AE/15436897?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)等方面的资格。担任[研究生](https://baike.baidu.com/item/%E7%A0%94%E7%A9%B6%E7%94%9F/498746?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)[导师](https://baike.baidu.com/item/%E5%AF%BC%E5%B8%88/2284606?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)的，还应采取限制招生名额、停止招生资格直至取消导师资格的处理。以上取消相关资格处理的执行期限不得少于24个月。情节较重应当给予处分的，还应根据《[事业单位工作人员处分暂行规定](https://baike.baidu.com/item/%E4%BA%8B%E4%B8%9A%E5%8D%95%E4%BD%8D%E5%B7%A5%E4%BD%9C%E4%BA%BA%E5%91%98%E5%A4%84%E5%88%86%E6%9A%82%E8%A1%8C%E8%A7%84%E5%AE%9A/2386297?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)》给予行政处分，包括[警告](https://baike.baidu.com/item/%E8%AD%A6%E5%91%8A/33211?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、[记过](https://baike.baidu.com/item/%E8%AE%B0%E8%BF%87/879482?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、降低[岗位等级](https://baike.baidu.com/item/%E5%B2%97%E4%BD%8D%E7%AD%89%E7%BA%A7/3583718?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)或[撤职](https://baike.baidu.com/item/%E6%92%A4%E8%81%8C/6215684?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、[开除](https://baike.baidu.com/item/%E5%BC%80%E9%99%A4/35734?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)，需要解除[聘用合同](https://baike.baidu.com/item/%E8%81%98%E7%94%A8%E5%90%88%E5%90%8C/5723010?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)的，按照《[事业单位人事管理条例](https://baike.baidu.com/item/%E4%BA%8B%E4%B8%9A%E5%8D%95%E4%BD%8D%E4%BA%BA%E4%BA%8B%E7%AE%A1%E7%90%86%E6%9D%A1%E4%BE%8B/1331177?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)》相关规定进行处理。情节严重、影响恶劣的，应当依据《[教师资格条例](https://baike.baidu.com/item/%E6%95%99%E5%B8%88%E8%B5%84%E6%A0%BC%E6%9D%A1%E4%BE%8B/7976692?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)》报请主管教育部门撤销其教师资格。是中共党员的，同时给予[党纪处分](https://baike.baidu.com/item/%E5%85%9A%E7%BA%AA%E5%A4%84%E5%88%86/10028154?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)。涉嫌违法犯罪的，及时移送[司法机关](https://baike.baidu.com/item/%E5%8F%B8%E6%B3%95%E6%9C%BA%E5%85%B3/5377806?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)依法处理。

四、对师德失范行为的处理，应坚持公平公正、[教育](https://baike.baidu.com/item/%E6%95%99%E8%82%B2/143397?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)与[惩处](https://baike.baidu.com/item/%E6%83%A9%E5%A4%84/4081937?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)相结合的原则，做到[事实清楚](https://baike.baidu.com/item/%E4%BA%8B%E5%AE%9E%E6%B8%85%E6%A5%9A/7507756?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、[证据确凿](https://baike.baidu.com/item/%E8%AF%81%E6%8D%AE%E7%A1%AE%E5%87%BF/1892018?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、[定性准确](https://baike.baidu.com/item/%E5%AE%9A%E6%80%A7%E5%87%86%E7%A1%AE/7508418?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、处理适当、[程序合法](https://baike.baidu.com/item/%E7%A8%8B%E5%BA%8F%E5%90%88%E6%B3%95/7508769?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、[手续完备](https://baike.baidu.com/item/%E6%89%8B%E7%BB%AD%E5%AE%8C%E5%A4%87/7509026?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)。

五、高校要建立健全师德失范行为受理与调查处理机制，指定或设立专门组织负责，明确[受理](https://baike.baidu.com/item/%E5%8F%97%E7%90%86/438984?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、[调查](https://baike.baidu.com/item/%E8%B0%83%E6%9F%A5/33373?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、[认定](https://baike.baidu.com/item/%E8%AE%A4%E5%AE%9A/10704983?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、[处理](https://baike.baidu.com/item/%E5%A4%84%E7%90%86/4869736?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、[复核](https://baike.baidu.com/item/%E5%A4%8D%E6%A0%B8/788192?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、[监督](https://baike.baidu.com/item/%E7%9B%91%E7%9D%A3/74237?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)等处理程序。在教师师德失范行为调查过程中，应听取教师本人的[陈述](https://baike.baidu.com/item/%E9%99%88%E8%BF%B0/10711?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)和[申辩](https://baike.baidu.com/item/%E7%94%B3%E8%BE%A9/2142094?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)，同时当事各方均不应公开调查的有关内容。教师对处理决定不服的，按照国家有关规定提出[复核](https://baike.baidu.com/item/%E5%A4%8D%E6%A0%B8/788192?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)、[申诉](https://baike.baidu.com/item/%E7%94%B3%E8%AF%89/3459990?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)。对高校教师的处理，在期满后根据悔改表现予以延期或解除，处理决定和处理解除决定都应完整存入个人[人事档案](https://baike.baidu.com/item/%E4%BA%BA%E4%BA%8B%E6%A1%A3%E6%A1%88/5046345?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)。

六、高校师德师风建设要坚持权责对等、分级负责、层层落实、失责必问、问责必严的原则。对于相关单位和责任人不履行或不正确履行职责，有下列情形之一的，根据职责权限和责任划分进行问责：

（一）师德师风制度建设、日常教育监督、舆论宣传、预防工作不到位；

（二）师德失范问题排查发现不及时；

（三）对已发现的师德失范行为处置不力、方式不当；

（四）已作出的师德失范行为处理决定落实不到位，师德失范行为整改不彻底；

（五）多次出现师德失范问题或因师德失范行为引起不良社会影响；

（六）其他应当问责的失职失责情形。

七、教师出现师德失范问题，所在院（系）行政主要负责人和党组织主要负责人需向学校分别做出检讨，由学校依据有关规定视情节轻重采取约谈、诫勉谈话、通报批评、纪律处分和组织处理等方式进行问责。

八、教师出现师德失范问题，学校需向上级主管部门做出说明，并引以为戒，进行自查自纠与落实整改。如有学校反复出现师德失范问题，分管校领导应向学校做出检讨，学校应在上级主管部门督导下进行整改。

九、各地各校应当依据本意见制定高校教师师德失范行为[负面清单](https://baike.baidu.com/item/%E8%B4%9F%E9%9D%A2%E6%B8%85%E5%8D%95/7825547?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)及处理办法，并报上级主管部门备案。

十、[民办高校](https://baike.baidu.com/item/%E6%B0%91%E5%8A%9E%E9%AB%98%E6%A0%A1/809739?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)的劳动人事管理执行《[中华人民共和国劳动合同法](https://baike.baidu.com/item/%E4%B8%AD%E5%8D%8E%E4%BA%BA%E6%B0%91%E5%85%B1%E5%92%8C%E5%9B%BD%E5%8A%B3%E5%8A%A8%E5%90%88%E5%90%8C%E6%B3%95/911?fromModule=lemma_inlink" \t "https://baike.baidu.com/item/%E6%95%99%E8%82%B2%E9%83%A8%E5%85%B3%E4%BA%8E%E9%AB%98%E6%A0%A1%E6%95%99%E5%B8%88%E5%B8%88%E5%BE%B7%E5%A4%B1%E8%8C%83%E8%A1%8C%E4%B8%BA%E5%A4%84%E7%90%86%E7%9A%84%E6%8C%87%E5%AF%BC%E6%84%8F%E8%A7%81/_blank)》规定，对教师师德失范行为的处理，遵照本指导意见执行。