



# UNIVERSITY OF KOTLI, AZAD JAMMU AND KASHMIR

Ref. No: EC/UOKAJK/2022/004

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## Ethical certificate

### To whom it may concern

This is to certify that the research work presented and conducted in the manuscript titled as “Discourteous Behavior on Extra-Role Performance of Teachers at Job: Role of Emotions and Hardiness” by Dr. Khatiba Akhter and her co-authors is genuine and does not violate any of the ethical and moral consideration, in terms of human use, set by the Ethical committee of University of Kotli, Azad Jammu & Kashmir.

### Ethical Committee University of Kotli

A blue ink signature of Dr. Muhammad Alamzeb, written in a cursive style.

**Dr. Muhammad Alamzeb**  
(Convener)

A blue ink signature of Dr. Nazir Haider Shah, written in a cursive style.

**Dr. Nazir Haider Shah**  
(Member)

A blue ink signature of Dr. Asif Khan, written in a cursive style.

**Dr. Asif Khan**  
(Member)

A blue ink signature of Dr. Rashid Mehmood, written in a cursive style.

**Dr. Rashid Mehmood**  
(Member)