

IU/ 2022-23/005

July 27, 2022

## OFFICE ORDER

The following Faculty / Staff Grievance Redressal Committee is formed according to the provisions for inconvenience / annoyance / sexual harassment of any faculty / student at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

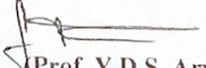
### Faculty / Staff Grievance Redressal Committee

| Sr. | Name                            | Designation     | Position in Committee |
|-----|---------------------------------|-----------------|-----------------------|
| 1.  | Prof. Y.D.S. Arya               | Vice Chancellor | Chairman              |
| 2.  | Prof. Jitendra Nath Shrivastava | Chief Proctor   | Member                |
| 3.  | Ms. Avantika Bajpai             | HR              | Member                |
| 4.  | Dr. Pankaj Rai                  | HOD             | Member                |
| 5.  | Dr. Gaurav Agarwal              | HOD             | Member                |
| 6.  | Ms. Shivangi Ghildiyal          | Faculty         | Member                |
| 7.  | Prof. Shaukat Ali               | Ombudsperson    | Member                |

In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and in partial modification of Office Order No. 449 dated 05.08.2016, Internal Complaints Committee (ICC) is re-constituted as under to deal with the complaints relating to Sexual harassment at work place. The Committee functions under the Chairmanship of the Vice Chancellor.

Chief Proctor  
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Bareilly-243123, U.P.

Registrar  
Invertis University  
Bareilly

  
Prof. Y.D.S. Arya)  
Vice Chancellor

Registrar  
Invertis University  
Bareilly

## **Implications of the guidelines of UGC for Faculty Grievance Redressal Committee (FGRC)**

1. Constitution of University Faculty Grievance Redressal Committee (UFGRC)
2. Publication of information regarding ombudsperson and faculty grievance redressal committees on website and prospectus.
3. Publication of mechanism/procedure for redressal of grievances by ombudsperson and faculty grievance redressal committees.
4. Publication of consequences of non-compliance.
5. Monitoring of grievance related issues of faculties and ensuring the redressals in time bound manner.
6. Updating websites of university with the complete address and contact detail of nodal officers related to grievance redressal committee.

## **Faculty Grievance Redressal Committee and Measures**

### **A. Formation of University Faculty Grievance Redressal Committee (UFGRC)**

The UFGRC of the University is to be constituted as follows:

- a) A Senior Professor of the University – Chairperson;
- b) Human Resource Manager – Member;
- c) Two Heads of Department, to be nominated by the Vice-Chancellor – Members;
- d) One Professor of the University - Member;
- e) A representative from among faculty of the University to be nominated by the Vice Chancellor – Special Invitee.

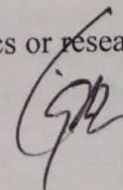
- **Term of UFGRC:** The Chairperson, members and the special invitee shall have a term of two years.
- **Quorum for the meeting:** The quorum for the meeting, including the Chairperson, but excluding the special invitee, shall be three.
- In considering the grievances before it, the UFGRC shall follow principles of natural justice.
- The UFGRC shall send its report and recommendations, if any, to the Head of the department, relating to the grievance, with a copy thereof to the aggrieved faculty, within 15 days of the receipt of the grievance.
- Any faculty aggrieved by the decision of the University Faculty Grievance Redressal Committee may prefer an appeal to the Ombudsperson, within in a period of fifteen days from the date of receipt of such decision.

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### **B. Appointment, tenure, removal and conditions of services of Ombudsperson**

- The University has one part-time functionary designated as Ombudsperson to hear, and decide on, appeals preferred against the decisions of the UFGRCs.
- The Ombudsperson appointed is a person of eminence in academics or research, who had been Vice-Chancellor of a University.

  
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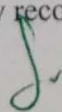
- The Ombudsperson is appointed for a period of three years or until he attains the age of 70 years, whichever is earlier, from the date of assuming office, and shall be eligible for reappointment for another one term.
- For conducting the hearings, the Ombudsperson is paid a sitting fee, per diem, in accordance with the norms fixed by the University Grants Commission, and in addition, eligible for reimbursement of the expenditure incurred on conveyance.
- The University may remove the Ombudsperson from office, on charges of proven misconduct or misbehavior as defined under these regulations.
- No order of removal of Ombudsperson is made except after an inquiry made in this regard by a person not below the rank of judge of the High Court in which a reasonable opportunity of being heard is given to the Ombudsperson.

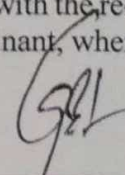
### **C. Functions of Ombudsperson**

- The Ombudsperson shall hear appeals from an aggrieved faculty, only after the faculty has availed all other remedies provided under these regulations.
- The Ombudsperson may avail assistance of any person, as amicus curiae, for hearing complaints of alleged discrimination.
- The Ombudsperson shall make all efforts to resolve the grievances within a period of 30 days of receiving the appeal from the aggrieved faculties.

### **D. Procedure for redressal of grievances by ombudspersons and faculty grievance redressal committees**

- The University has an online portal where any aggrieved faculty may submit an application seeking redressal of grievance.
- On receipt of an online complaint, the complaint is referred to the appropriate Faculty Grievance Redressal Committee, along with its comments within 15 days of receipt of complaint on the online portal.
- The Faculty Grievance Redressal Committee, fixes a date for hearing the complaint which shall be communicated to the institution and the aggrieved faculty.
- An aggrieved faculty may appear either in person or authorize a representative to present the case.
- Grievances not resolved by the University Faculty Grievance Redressal Committee are referred to the Ombudsperson, within the time period provided in these regulations.
- The University extend co-operation to the Ombudsperson or the Faculty Grievance Redressal Committee(s), as the case may be, in early redressal of grievances; and failure to do so may be reported by the Ombudsperson to the Commission, which shall take action in accordance with the provisions of these regulations.
- The Ombudsperson shall, after giving reasonable opportunities of being heard to both parties, on the conclusion of proceedings, pass such order, with reasons there for, as may be deemed fit to redress the grievance and provide such relief as may be appropriate to the aggrieved student.
- The University, as well as the aggrieved faculty, is provided with copies of the order under the signature of the Ombudsperson, and the University places it for general information on its website.
- The University comply with the recommendations of the Ombudsperson; and the Ombudsperson shall report to the Commission any failure on the part of the institution to comply with the recommendations.
- The Ombudsperson may recommend appropriate action against the complainant, where a complaint is

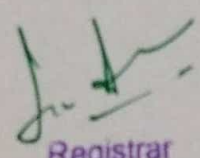
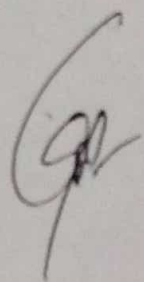
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found to be false or frivolous.

**E. Information regarding ombudspersons and faculty grievance redressal committees**

The University furnishes, prominently, on its website and in its prospectus, all relevant information in respect of the Faculty Grievance Redressal Committee(s) coming in its purview, and the Ombudsperson for the purpose of appeals.



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# भारत का राजपत्र The Gazette of India

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अखिल भारतीय तकनीकी शिक्षा परिषद्

अधिसूचना

नई दिल्ली, 22 मार्च, 2021

फा. सं. 1-103/अभातशिप/पीजीआरसी/विनियम/2021.—अखिल भारतीय तकनीकी शिक्षा परिषद् अधिनियम, 1987 (1987 का 52) की धारा 23 की उपधारा (1) के अंतर्गत प्रदत्त अपनी शक्तियों का प्रयोग करते हुए अखिल भारतीय तकनीकी शिक्षा परिषद् निम्नलिखित विनियम बनाती है, यथा :-

1. संक्षिप्त नाम, प्रयोज्यता और प्रारंभ :

- क. इन विनियमों का नाम अखिल भारतीय तकनीकी शिक्षा परिषद् (संकाय/स्टॉफ सदस्यों की शिकायतों का निवारण) विनियम, 2021 है।  
ख. ये विनियम अखिल भारतीय तकनीकी शिक्षा परिषद् अधिनियम, 1987 की धारा 10(ट) के अधीन, अखिल भारतीय तकनीकी शिक्षा परिषद् द्वारा मान्यता प्रदान की गई अथवा अनुमोदित की गई सभी तकनीकी संस्थाओं पर लागू होंगे।  
ग. ये राजपत्र में इनके प्रकाशन की तारीख से प्रवृत्त होंगे।

2. उद्देश्य :

किसी भी संस्था में पहले से नियुक्त और साथ ही ऐसे संस्थान में नियुक्ति पाने की आकांक्षा रखने वाले संकाय/स्टॉफ सदस्यों की कतिपय शिकायतों के निवारण के लिए अवसर प्रदान करना, इस संबंध में एक तंत्र स्थापित करना।

3. परिभाषा : इन विनियमों में जब तक कि संदर्भ से अन्यथा अपेक्षित न हो :-

(क) "अधिनियम" से अखिल भारतीय तकनीकी शिक्षा परिषद् अधिनियम, 1987 अभिप्रेत है ;

(ख) "परिषद्" से अखिल भारतीय तकनीकी शिक्षा परिषद् अभिप्रेत है ;

(ग) "यूजीसी" से विश्वविद्यालय अनुदान आयोग अभिप्रेत है ;

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- (घ) "विश्वविद्यालय" से अभिप्रेत केन्द्रीय अधिनियम अथवा राज्य अधिनियम द्वारा अथवा इसके अंतर्गत स्थापित अथवा शामिल संस्थाएं हैं तथा जिसमें यूजीसी अधिनियम 1956 के खण्ड 3 के अंतर्गत घोषित की गई मानित विश्वविद्यालय संस्थाएं भी शामिल हैं।
- (ङ) "राज्य" का अभिप्राय संविधान की प्रथम अनुसूची में विनिर्दिष्ट किसी राज्य से है जिसमें संघ राज्य क्षेत्र भी शामिल हैं ;
- (च) "तकनीकी शिक्षा" से अभिप्रेत, अखिल भारतीय तकनीकी शिक्षा परिषद् अधिनियम, 1987 की धारा 2(छ) के अंतर्गत परिभाषित शिक्षा कार्यक्रमों से है।
- (छ) "तकनीकी संस्था" से अभिप्रेत अखिल भारतीय तकनीकी शिक्षा परिषद् अधिनियम 1987 की धारा 2(ज) के अंतर्गत परिभाषित संस्था से है।
- (ज) "पीड़ित संकाय/स्टॉफ सदस्य" से अभिप्रेत किसी ऐसे संकाय/स्टॉफ सदस्य से है, जिसे इन विनियमों के तहत परिभाषित शिकायतों के संबंध में किसी मामले अथवा तत्संबंधी किसी मामले में कोई शिकायत हो।
- (झ) "शिकायत" का अभिप्राय, और इसमें निम्नवत् के संबंध में किसी पीड़ित संकाय/स्टॉफ सदस्य(यों) द्वारा की गई शिकायत(तें) शामिल है, नामतः—
- किसी संकाय/स्टॉफ सदस्य द्वारा ऐसे संस्थान में नियुक्ति लेने के प्रयोजन से जमा किए गए अपने किसी दस्तावेज जोकि डिग्री प्रमाणपत्र, डिप्लोमा, अनुभव प्रमाणपत्र, कार्यमुक्ति आदेश अथवा किसी अन्य पुरस्कार के प्रमाणपत्र के रूप में अथवा अन्य दस्तावेज हो, को अपने पास रख लेना, या वापस करने से इंकार करना ;
  - सेवारत होने या सेवानिवृत्ति/त्यागपत्र जैसा भी मामला हो, के दौरान वेतन/मजदूरी और/अथवा लाभ या किसी भी अन्य मत्ते या देय राशि आदि का भुगतान न करना ;
  - उनके वेतन और/अथवा लाभ तथा समान वेतन/पदनाम/अनुभव में अन्य स्टॉफ कर्मचारियों के बीच विसंगतियां ;
  - कोई कारण अथवा नोटिस अथवा ज्ञापन दिए बिना सेवा-समाप्ति ;
  - त्यागपत्र/सेवानिवृत्ति पर लागू, सरकार के नियमों के अनुसार अधिवर्षिता राशि का भुगतान न करना ; तथा
  - कोई अन्य देयता जो उनकी सेवा से सीधे जुड़ी हुई है और वित्तीय हानि या किसी नुकसान या आघात का कारण बनती है।
- (ञ) शिकायत निवारण समिति\* (जीआरसी) से अभिप्राय इन विनियमों के तहत गठित किसी समिति से है।
4. शिकायत निवारण समिति (जीआरसी) :
- सभी तकनीकी संस्थानों के लिए अनिवार्य है कि वे संस्थान स्तर पर ही सेवा मामलों सहित संकाय/स्टॉफ सदस्यों की शिकायत का समाधान करें। प्रत्येक संस्था द्वारा संकाय/स्टॉफ सदस्यों की शिकायत को देखने के लिए संकाय/स्टॉफ सदस्यों हेतु एक शिकायत निवारण समिति गठित की जाएगी। शिकायत निवारण समिति का संघटन निम्नानुसार होगा :—
- क. संस्थान के प्राचार्य — अध्यक्ष
  - ख. संबद्धता प्रदान करने वाले विश्वविद्यालय का एक वरिष्ठ प्रोफेसर — सदस्य के रूप में,
  - ग. राज्य के तकनीकी शिक्षा निदेशालय अथवा विश्वविद्यालय से एक कार्मिक (जिसे राज्य के तकनीकी शिक्षा निदेशक/विश्वविद्यालय के कुलपति द्वारा नामांकित किया जाएगा) — सदस्य,
  - घ. एक वरिष्ठ संकाय सदस्य (जोकि एसोसिएट प्रोफेसर से नीचे के रैंक का ना हो) — सदस्य के रूप में।
- पीड़ित संकाय/स्टॉफ सदस्यों द्वारा संस्थान के संबंध में की जाने वाली शिकायत, अध्यक्ष, शिकायत निवारण समिति (जीआरसी) को संबोधित होनी चाहिए।
  - जीआरसी अपनी रिपोर्ट को अपनी सिफारिशों सहित, यदि कोई हों तो, के साथ शिकायत प्राप्ति की तिथि से 15 दिनों की अवधि के भीतर संबंधित राज्य के तकनीकी शिक्षा निदेशक अथवा विश्वविद्यालय को भेजेगी तथा इसकी एक प्रति पीड़ित संकाय/स्टॉफ सदस्य को भी भेजी जाएगी।
  - यदि संकाय/स्टॉफ सदस्य शिकायत निवारण समिति के निर्णय से संतुष्ट नहीं है, तो वे संबंधित संबद्ध विश्वविद्यालय/राज्य के तकनीकी शिक्षा निदेशालय से अपनी शिकायतों के निवारण के लिए अपील कर सकते हैं।
5. विश्वविद्यालय अथवा तकनीकी शिक्षा निदेशालय द्वारा विश्वविद्यालय स्तर पर अथवा तकनीकी शिक्षा निदेशालय (डीटीई) स्तर पर गठित शिकायत निवारण प्रकोष्ठ ऐसी शिकायतों को देखेगा तथा मामले को राज्य/विश्वविद्यालय स्तर पर सुलझाएगा।
6. शिकायत निवारण समिति के बारे में जानकारी :
- संस्था को शिकायत निवारण समिति के संबंध में सभी प्रासंगिक जानकारी जोकि इसके दायरे में आती है, को संस्था की वेबसाईट पर प्रमुखा से प्रस्तुत करना होगा।

प्रो. राजीव कुमार, सदस्य-सचिव

[विज्ञापन-III/4/असा./558/2020-21]

**ALL INDIA COUNCIL FOR TECHNICAL EDUCATION  
NOTIFICATION**

New Delhi, the 22nd March, 2021

**F. No. 1-103/AICTE/PGRC/Regulation/2021.**—In exercise of the power conferred under clause (1) of Section 23 of the All India Council for Technical Education, Act, 1987 (52 of 1987), the All India Council for Technical Education makes the following Regulations, namely:

**1. SHORT TITLE, APPLICATION AND COMMENCEMENT:**

- a. These Regulations shall be called as the **All India Council for Technical Education (Redressal of Grievance of Faculty/Staff Member) Regulations, 2021.**
- b. They shall apply to all Technical Institutions recognized or approved by the All India Council for Technical Education as per Section 10(k) of the All India Council for Technical Education Act, 1987.
- c. They shall come into force from the date of their publication in the Official Gazette.

**2. OBJECTIVE:**

To provide opportunities for redressal of certain grievances of Faculty/Staff Members already appointed in any institution, as well as those seeking appointment to such institutions, and a mechanism thereto.

**3. DEFINITION: IN THESE REGULATIONS, UNLESS THE CONTEXT OTHERWISE REQUIRES:**

- (a) "Act" means the All India Council for Technical Education Act, 1987;
- (b) "Council" means the All India Council for Technical Education
- (c) "UGC" means University Grants Commission
- (d) "University" means a university established or incorporated by or under a Central Act or State Act and includes an institution deemed to be university declared as such under section 3 of the UGC Act, 1956.
- (e) "State" means a State specified in the First Schedule to the Constitution of India and includes a Union territory;
- (f) "Technical Education" means programs of education as defined under section 2(g) of the All India Council for Technical Education, Act, 1987;
- (g) "Technical Institution" means an Institution as defined under section 2(h) of the All India Council for Technical Education, Act, 1987;
- (h) "aggrieved Faculty/Staff Member" means a Faculty & Staff Member, who has any complaint in the matters relating to or connected with the grievances defined under these Regulations.
- (i) "Grievance" means and includes, complaint(s) made by an aggrieved Faculty/Staff Member(s) in respect of the following service related matters namely:
  - i. withholding of, or refusal to return, any document in the form of certificates of degree, diploma, experience certificate, relieving order or any other award or other document deposited for the purpose of seeking appointment in such institution;
  - ii. non-payment of salaries/wages and/or benefits or any other allowances or dues etc. during services or retirement/resignation, as the case may be;
  - iii. Discrepancies between their wages and/or benefits and other members of staff in similar roles/post/experience.
  - iv. termination without giving any reason or notice or memorandum;
  - v. non-payment of gratuity amount as per prevailing Govt. rules in force on resignation/retirement; and

vi. any other liability which is directly connected with their service and causing financial loss or any harm or trauma.

(j) "Grievance Redressal Committee" means a Committee constituted under these Regulations;

4. **GRIEVANCE REDRESSAL COMMITTEE (GRC):**

- (i) It is mandatory for all Technical Institutions to address the grievance of faculty/staff members including service matters at the Institution level itself. A Grievance Redressal Committee (GRC) for faculty/staff members shall be constituted by each Institution to look into the grievance of the faculty/staff members. The composition of the GRC shall be as follows:
- Principal of the Institution as Chairperson
  - One Senior Professor of the affiliating University as a Member,
  - One Official from University or State DTE (Directorate of Technical Education) (to be nominated by DTE/University Vice Chancellor) as Member,
  - One Senior Faculty (not below Associate Professor) as Member.
- (ii) A complaint from an aggrieved faculty/staff member relating to the institution shall be addressed to the Chairperson, Grievance Redressal Committee (GRC).
- (iii) The GRC shall send its report with recommendations, if any, to the concerned DTE or University and a copy thereof to the aggrieved faculty/staff member, within a period of 15 days from the date of receipt of the complaint.
- (iv) In case faculty/staff is not satisfied with the decision of Grievance Redressal Committee, they may appeal to the concerned affiliating University/State DTE (in case of diploma institutes) for redressal of their grievances.
5. The University level or DTE level Grievance Redressal Cell established by the University or DTE shall address such grievances and settle the matter at State/University level.
6. **INFORMATION REGARDING GRIEVANCE REDRESSAL COMMITTEE:**

An institution shall furnish, prominently, on its website, all relevant information in respect of the Grievance Redressal Committee(s) coming in its purview.

Prof. RAJIVE KUMAR, Member-Secy.

[ADVT.-III/4/Exty./558/2020-21]

  
Registrar  
Deertis University  
Bareilly