



Shri. Govindrao Sitaramji Tompe Mahavidyalaya Public Trust (E-182 Amravati)

Sumatidevi Tompe Institute of Pharmaceutical Science & Research

(Approved by PCI & Govt. of Maharashtra, Affiliated to MSBTE)

"developing good minds"

G. S. Tompe Educational
Campus, Nanori Road,
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www.stipsredu.in

Date: 23/12/2024

Grievances Redressal Committee for Faculty

I am glad to inform you that as per MSBTE guidelines the institute has been decided to form Grievances Redressal Committee for Faculty. The main aim of this committee will protect the rights of faculty to established fair justice in all fraternity by resolving the issue rise by them. The following are the constitution, preamble, purpose, objectives of Grievances Redressal Committee for Faculty.

Constitution of the Cell

SN	Name	Designation
1	Mr. Rahul Vilas Jodh	Chairman
2	Ms. Gayatri M. Polakhare	Member
3	Ms. Reshma D. Chaudhari	Member

Preamble

In recognition of the essential role that faculty members play in the academic and administrative functions of educational institutions, it is imperative to create an environment that fosters open communication, transparency, and mutual respect. The Grievance Redressal Committee (GRC) is established to address grievances raised by faculty members with the goal of ensuring fair treatment, promoting professional integrity, and enhancing the overall work atmosphere. This committee aims to resolve any concerns or conflicts in a timely and equitable manner, thereby supporting the institution's commitment to excellence and the well-being of its faculty.

Purpose

The primary purpose of the Grievance Redressal Committee is to provide a structured and accessible mechanism for faculty to voice their concerns, seek redress, and contribute to a positive and harmonious work environment. The Committee is dedicated to ensuring that all grievances are addressed fairly and promptly, fostering an atmosphere of trust and collaboration within the institution.

Objectives

- To Establish a Clear Framework:** To create and communicate clear guidelines and processes for faculty members to lodge grievances related to various issues, including but not limited to discrimination, harassment, workload, and professional conduct.
- To Ensure Fairness and Transparency:** To review and investigate grievances impartially, ensuring that all parties involved are treated fairly and that decisions are made based on objective criteria and evidential support.



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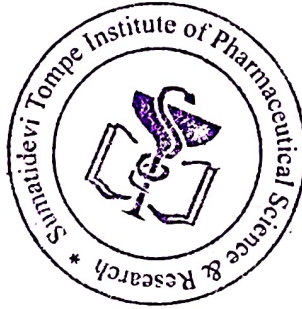
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3. **To Facilitate Effective Communication:** To promote open lines of communication between faculty and administration, ensuring that concerns are addressed in a timely manner, fostering a culture of dialogue and collaboration.
4. **To Uphold Professional Integrity:** To protect the rights and dignity of faculty members by addressing grievances in a manner that reinforces the values of respect, professionalism, and academic freedom.
5. **To Identify Trends and Areas for Improvement:** To analyse grievances and outcomes to identify recurring issues or trends, informing institutional policies and practices that can improve the overall working environment for faculty.
6. **To Monitor and Evaluate the Process:** To regularly review the effectiveness of the grievance redressal process, making necessary adjustments based on faculty feedback and experiences, ensuring continuous improvement of the mechanism.



Rahul Vilas Jodh
Principal
Sumatidevi Tompe Institute
of Pharmaceutical Science &
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Contact Details of Grievances Redressal Committee for Faculty

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1	Mr. Rahul Vilas Jodh	9766938363
2	Ms. Gayatri M. Polakhare	7378946726
3	Ms. Reshma D. Chaudhari	9766572199