

4 July 2022

GRIEVANCE REDRESSAL POLICY

The Grievance Redressal Cell and Women's Cell is a very important and crucial committee. The objective of the Cell is 'to maintain congenial working and learning environment for women employees, all students, female students specifically, and all stakeholders in general.

A chairperson, a convener and four members constitute the Grievance Cell. Meetings are held to discuss the terms of reference for the Cell, modalities of operation and other related matters. In the meeting it was unanimously declared that the Cell should go beyond its brief of grievance redressal and play a more proactive role towards sensitization of the Chetana's Institute of Management & Research community towards gender issues in order to provide a congenial working and learning environment to its women employees and female students respectively. It was decided that this objective would be achieved through organization of seminars and workshops on issues related to women's legal rights, health and empowerment. A detailed policy on Prevention of Sexual Harassment-is uploaded in the website for ready reference.

The Institute has a Grievance Redressal Cell constituted with student members, Faculty members and Staff members and Ombudsman, for Student Grievance Redressal Cell.

The GRC follows the principles of natural justice while considering the grievance. The complaint is sent to:

student.grievances@cimr.in .(For Students)

grievance@cimr.in (for General)

- (1) The Committee first receives the grievance, either by email or a written complaint. The Committee then tries to amicably handle the situation and resolve the issue.
- (2) In case of any other complicated case, it is referred to the senior management team, that consists of Director, Program Chairs and Admin staff.



Dr Nandita Mishra
Director



 **Chetana's**
Institute of Management & Research
AICTE New Delhi Approved & ISO 21001 : 2018 Certified

25 August 2021

The Grievance Redressal Cell and Women's Cell is a very important and crucial committee.. The objective of the Cell is 'to maintain congenial working and learning environment for women employees, all students, female students specifically, and all stakeholders in general.

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For Faculty and Staff, the Grievance Redressal Cell is constituted by the Faculty and Staff
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Grievance Committee Members Present:

Dr. Nandita Mishra
Dr. Sandeep Nemlekar
Prof. Shilpa Kajbaje
Mr Harish Sirame (Accounts office)



**NANDITA
MISHRA**

Digitally signed by NANDITA MISHRA
DN: c=IN, o=PERSONAL, ou=2180,
pseudonym=fbd9c26489409202b795f
40737c,
2.5.4.20=2472fc72c41de7425770ecce
2466318f128e101ec99aabf63d7ccd31e
postalCode=411057, st=Maharashtra,
serialNumber=af7d1c508fba42bb000,
2892af6399b581853b13fa1b88fa228f
6896, cn=NANDITA MISHRA
Date: 2024.01.25 12:37:29 +05'30'