



KISHKINDA UNIVERSITY, BALLARI

Proceedings of the first Employees Grievance Committee meeting held on 10/01/2024 at 01:00 P.M.

The first **Employees Grievance Committee** meeting of Kishkinda University was held on 10.01.2024 at 01:00 P.M. in the DEAN Chamber, Faculty of Engineering & Technology at Silver Jubilee Block. The meeting was attended by the Chairman and members as shown in the table:

Sl. No.	Members Details	Mode
1	Dr. Yashvanth Bhupal Chairman	Offline
2	Dr. T. N. Nagabhushana Member	Offline
3	Prof. S. A. Patil Member	Offline
4	Dr. S. B. Kamashetty Member	Offline
5	Sri. Patil Sidda Reddy Ombudsman	Absence
6	Ms. Hemalatha Member	Offline
7	Dr. U. Eranna Member Secretary	Offline
8	Dr. S. Manjunatha Member	Offline


DEAN
Faculty of Engg. Technology
Kishkinda University
BITM Campus, Near Allipur,
Ballari-583104.





The DEAN Dr. U. Eranna, welcomed the Chairman and members to the First Employee Grievance committee meeting.

Agenda 1.0	To create awareness about the employee's grievance redressal committee / cell among the university.
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Members discussed about Creating awareness of the Employee's Grievance Redressal Committee/Cell among university employees and it is crucial for promoting transparency, trust, and a healthy working environment. Also discussed about some strategies like Orientation sessions, Employee handbook, posters and flyers, Intranet and Website and etc.

Resolution:	Members noted.
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Agenda 2.0	To promote the effective communication and collaboration mechanism for open dialogue between the employees and the authorities to address to their grievances.
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Members discussed on the above and suggested to

1. Create transparent and easily accessible communication channels, such as dedicated email addresses, suggestion boxes, or an online platform, where employees can submit their grievances. Ensure that these channels are well-publicized.
2. Organize regular town hall meetings where employees can directly interact with management and discuss their concerns.
3. Provide a platform for open dialogue and encourage questions and suggestions.
4. Implement an anonymous feedback mechanism to encourage employees who may be hesitant to speak openly. This can be done through suggestion boxes, online surveys, or confidential hotlines.

Resolution:	Members noted and approved.
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Action Taken:	Procured Suggestion Box for sake Employees Grievance Redressal. Conducted Townhall Meeting on 14.03.2024 for the interaction between staff and University authorities.
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Agenda 3.0

To ensure fair and unbiased approach to resolve the grievances of the employees.

Member unanimously discussed that it is essential to implement specific measures and practices within the organization by establishing a well-defined grievance resolution procedure that outlines the steps employees should take to report grievances and it should be make sure this procedure is accessible to all employees. Also assign a designated person or committee responsible for investigating grievances. Ensure that the individuals involved are impartial and have received training on conducting fair investigations.

Resolution:

Members noted.

Agenda 4.0

Any other subject with the permission of the chair.

No other subject came for discussion.


Member Secretary
DEAN

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KISHKINDA UNIVERSITY

(Established under the Karnataka State Act No. 20 of 2023)

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