

MALWANCHAL UNIVERSITY

ENSURING NO GRIEVANCE AT WORK PLACE

Objective:-

1. To provide confidence to employees to register their grievances.
2. Nature of grievance can be identified.
3. Timely address of the grievance because delay can lead to loss of trust.

Context:-

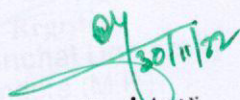
- Grievance means unhappiness or disappointment arising out of factors which he or she thinks is unfair at work place.
- Effects of grievance can lead to low level of morale, punctuality, sincerity, commitment, increase in accidents, discipline cases and ultimately affecting the health of the institution.

Practice:-

- To ensure no/minimum grievance and complaints, as per the instructions of Government of Madhya Pradesh retired district and sessions Judge has been appointed as the Lokpal of Malwanchal University.
- **Quick action-** As soon as the grievance arises, it should be identified and resolved timely.
- Various committees have been formed to address different types of grievances.

a) INTERNAL COMPLAINT COMMITTEE TO PREVENT SEXUAL HARASSMENT OF WOMEN AT WORKPLACE:-

Malwanchal University is committed to provide an environment which is free of all forms of gender violence, sexual harassment and discrimination. The committee is intended for all teachers, all non-teaching staff and all the students.


Registrar
Malwanchal University
Indore (M.P.)

CORE VALUES OF MALWANCHAL UNIVERSITY

Keeping in view our Malwanchal University's vision, we commit ourselves to the following core values:

- Being **respectful** by embracing diversity and treating others collegially with openness, professionalism and courteously in all interactions and activities.
- Being **accountable** by ensuring academic, professional, fiscal integrity and value through prudent management of resources provided.
- Maintaining one's **integrity** by being honest, fair and ethical thereby creating a culture of trust during all University activities and decision making.
- Encouraging, considering and supporting new ideas and supporting **innovation** by fostering individual ingenuity and creativity to in turn create an environment with opportunities for growth and progress.
- A sense of **inclusion** through cultivating an inclusive living, learning and working community thereby facilitating progress and success of all those involved and thus supporting all individuals.
- Exhibiting **excellence** through serving the scholarly community by delivering high quality teaching, service and extended educational as well as extracurricular programmes.
- **Collaborating** to work towards common goals with others in the University and the community while valuing teamwork, participation and diversity of ideas and perspectives.
- To contribute towards nurturing **leadership** qualities amongst the students and staff who eventually will become well educated leaders and global citizens thus excelling in addressing the challenges of the future.
- Cultivating **critical thinking**, creativity and joy in lifelong learning to be able to serve the state, the nation and the world through research, teaching and outreach.

04/30/12
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