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Committee

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1. Grievance Redressal Committee (GRC & SGRC)

(Faculty / Staff / Students)



**Prin. L. N. Welingkar Institute of
Management Development and
Research
Bengaluru Campus**

Title	Grievance Redressal Committee (Employee & Students)
Version	1.0
Ref	WIM/BLR/Committee /02
Applicable	WeSchool – Bengaluru Campus

Ref. No. WIM-B/HR/2025-26/0465-2

Date 16/12/2025

Grievance Redressal Committee (Employee & Students)

Prin. L.N Welingkar Institute of Management Development & Research, Bangalore (We School), has constituted a grievance committee in the campus for faculty members and staff

Quorum Required:

The quorum will consist of head of the committee (Compulsory attendance) and minimum two/three members (as per the requirement of respective committees).

Committee Operation:

- All Committee will develop an agenda for each meeting.
- Discussions on agenda shall conclude with clear actionable points. Any matter referred by Dr. Uday Salunkhe, Group Director shall be part of agenda
- Meeting minutes will be recorded for each meeting and will be distributed to each member of the committee by the head/chairman of the committee. The copy of the minutes shall be forwarded to Dr. Uday Salunkhe, Group Director.
- The decision on the actionable points shall be made by Dr. Madhavi Lokhande, Director in confer with Dr. Uday Salunkhe, Group Director (where ever necessary)

Member Responsibilities:

- Each member is expected to attend the meeting on specified time and shall participate in committee activities.
- Each member is expected to come prepared with respect to the laid out agenda and should participate in discussions there by culminating into concrete solutions and actionable points
- The Head/Chairman of the committee shall conduct/moderate the meeting and members are expected to follow proper decorum
- Members have to intimate two days in advance their leave/in-absentia



Shikshana Prasarak Mandal's

Prin. L. N. Welingkar Institute of Management Development & Research.

(Recognized by All India Council for Technical Education, Govt. of India)

Bengaluru Campus

Prin. L. N. Welingkar Institute of Management Development & Research

No. 102 & 103, Electronic City Phase 1, Next to BSNL Telephone Exchange,
Hosur Road, Bengaluru - 560 100.

Tel : 080 - 4267 8300, 2852 1066, 2852 2514

Website: www.welingkar.org

Mumbai Campus

C.T.S. 163/10 to 179/10,

Lakhamsi Napoo Road, Next to

R.A.Podar College, Near Matunga

Central Rly. Station, Matunga,

Mumbai - 400 019, Tel.: 022 - 2419 8300

Grievance Committee at WeSchool, Bangalore:

A typical grievance involves a grievant (the person who files the complaint and initiates the administrative grievance process), a respondent (the individual responsible for the action that has resulted in the grievance), a hearing Committee who hears the grievance and makes their recommendation to the management.

The grievant and respondent ('the parties') are normally in an adversarial posture and while the grievance procedure calls for certain exchanges of information between these parties, the grievant and respondent interact primarily with the grievance hearing Committee and ombudsmen.

The Grievance Committee is a hearing body with delegated authority to hear grievances. The Committee's role is to determine whether the grievance presents a matter that is within the jurisdiction of the grievance Committee and if so, to hear the grievance. The Committee is responsible for making written findings of fact and recommendations with regard to the grievance and submits to the management. A Grievance Committee has no power to reverse the management's decision. Its authority is only to submit recommendation to the management based on the hearing.

The Grievance Committee acts as the agent of the management to hear and determine grievances brought by a faculty /staff . As a result of their delegated authority, members of the Committee must at all times maintain a neutral status vis-à-vis the parties to the grievance. Indeed, as a matter of due process, Committee members must be fair and impartial decision makers.

The Committee's role is to make a decision based on the evidence presented by each party. To maintain appropriate neutrality and accord due process to both grievant and respondent, ex parte communications on matters of substance related to the grievance must not take place between the Committee and a grievant and/or respondent. (Ex parte communications are those that involve only one party without the presence or knowledge of the other party.) Neither the ombudsmen or Committee members may solicit or hear evidence outside of the presence of the parties and all communications to a party by the Chair or Committee members must take place in meetings at which both parties have been provided the opportunity to be present or through written correspondence sent to each party.



The grievance hearing consists of the following phases:

- 1) initial meeting of the grievance Committee,
- 2) the pre-hearing conference with the parties,
- 3) the hearing of the grievance,
- 4) deliberations by the Committee and
- 5) writing the recommendations.

The initial meeting provides an opportunity for the ombudsmen to acquaint Committee members with the grievance process and answer any questions about the process before the pre-hearing conference with the parties.



For

16/12/2025

Students Grievance Redressal Committee

Prin. L.N. Welingkar Institute of Management Development & Research, Bangalore has an Students, grievance redressal committee” to address any complaints from students.

Establishment of the Internal Complaints Committee:

The **Internal Complaints Committee** has been working efficiently. For the Academic year 2025-26, it was formally constituted in the month of December-25.

Name	Designation In the Committee
Dr. Madhavi Lokhande, Director	Chairperson
Dr. Jai Raj Nair, Professor - IT	Teaching Faculty
Dr. Savitha G R, Professor-HR	Teaching Faculty
Dr. Hema D, Professor - Finance	Teaching Faculty
Prof. Srija Bose, Assistant Professor-GM	Teaching Faculty
Mr. Atul Deshpande, DGM-Administration	Member from non-teaching
Digvijay Mane (BDI) & Trishita Biswas (PGDM), Student Representative 2025-27	Special Invitee
Justice D.G. Deshpande, Retired Judge	Ombudsperson


Dr. Madhavi Lokhande
Director, Bengaluru Campus



2. Anti-Ragging Committee (ARC)



**Prin. L. N. Welingkar Institute of
Management Development and
Research
Bengaluru Campus**

Title	Anti Ragging Committee
Version	1.0
Ref	WIM/BLR/Committee /01
Applicable	WeSchool – Bengaluru Campus

Ref. No. WIM-B/HR/2025-26/6465-5

Date 16/12/2025

I. **Prin.L.N. Welingkar Institute of Management Development & Research, Bangalore** has constituted anti ragging committee and anti-ragging Squad as per the following norms of AICTE.

- a) **Anti-ragging Committee:** Every institution University including Deemed to be University imparting technical education shall constitute a Committee to be known as the Anti-ragging Committee to be nominated and headed by the Head of the Institution, and consisting of representatives of civil and police administration, local media, Non Government Organizations involved in youth activities, representatives of faculty members, representatives of parents, representatives of students belonging to the freshers' category as well as senior students, non-teaching staff; and shall have a diverse mix of membership in terms of level as well as gender.
- b) It shall be the duty of the Anti-Ragging Committee to ensure compliance with the provisions of these Regulations as well as the provisions of any law for the time being in force concerning ragging; and also to monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution.
- c) **Anti-Ragging Squad:** Every institution University including Deemed to be University imparting technical education shall also constitute a smaller body to be known as the Anti-Ragging Squad to be nominated by the Head of the Institution with such representation as may be considered necessary for maintaining vigil, oversight and patrolling functions and shall remain mobile, alert and active at all times. Provided that the Anti-Ragging Squad shall have representation of various members of the campus community and shall have no outside representation.
- d) It shall be the duty of the Anti-Ragging Squad to be called upon to make surprise raids on hostels, and other places vulnerable to incidents and having the potential for ragging and shall be empowered to inspect such places.
- e) It shall also be the duty of the Anti-Ragging Squad to conduct an on-the-spot enquiry into any incidents of ragging referred to it by the Head of the institution or any member of the faculty or any member of the staff or any student or any parent or guardian or any employee of a service provider or by any other person, as the case may be; and the enquiry report along with recommendations shall be submitted to the Anti-Ragging Committee for action. Provided that the Anti-Ragging Squad shall conduct such enquiry observing a fair and transparent procedure and the principles of natural justice and after giving adequate opportunity to the student or students accused of ragging and other witnesses to place before it the facts, documents and views concerning the incidents of ragging and considerations such other relevant information as may be required.

Shikshana Prasarak Mandal's

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II. Actions to be taken against students for indulging and abetting ragging in technical institutions Universities including Deemed to be University imparting technical education: -

1. The punishment to be meted out to the persons indulged in ragging has to be exemplary and justifiably harsh to act as a deterrent against recurrence of such incidents.
2. Every single incident of ragging a First Information Report (FIR) must be filed without exception by the institutional authorities with the local police authorities.
3. The Anti-Ragging Committee of the institution shall take an appropriate decision, with regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging.
4. a) Depending upon the nature and gravity of the offence as established the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following:-
 - (i) Cancellation of admission
 - (ii) Suspension from attending classes
 - (iii) Withholding/withdrawing scholarship/fellowship and other benefits
 - (iv) Debarring from appearing in any test/examination or other evaluation process
 - (v) Withholding results
 - (vi) Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
 - (vii) Suspension/expulsion from the hostel
 - (viii) Rustication from the institution for period ranging from 1 to 4 semesters
 - (ix) Expulsion from the institution and consequent debarring from admission to any other institution.
 - (x) Collective punishment: when the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment as a deterrent to ensure community pressure on the potential ragers.
- b) An appeal against the order of punishment by the Anti-Ragging Committee shall lie,
 - i. In case of an order of an institution, affiliated to or constituent part, of the University, to the Vice-Chancellor of the University;
 - ii. In case of an order of a University, to its Chancellor.
 - iii. In case of an institution of national importance created by an Act of Parliament, to the Chairman or Chancellor of the institution, as the case may be.
5. The institutional authorities shall intimate the incidents of ragging occurred in their premises along with actions taken to the Council from time to time.



16/12/2025

Office Order

The following constitute the Anti Ragging committee of WeSchool, Bangalore

Name Of The Committee Member	Profession	Address	Associated With	Mobile Number	E-Mail Address
Dr. Madhavi Lokhande	Director Bangalore Campus	#202, Hara Homes Apartments, Bhuvaneshwari Nagar, BSK 3rd Stage, Bangalore	Prin. L. N. Welingkar Institute Of Management Development & Research, Bangalore	9663387986	madhavi.lokhande@welingkar.org
Dr. Narasimha Murthy	Dean-Marketing & Research	R-404, HM Tambourine Apartments, JP Nagar, 6th Phase, Bangalore	Prin.L.N. Welingkar Institute, Bangalore	9972709988	narasimha.murthy@welingkar.org
Dr. Anuradha Mahesh	Professor	#1740, 9th Cross, 2nd Phase, J.P.Nagar, Bangalore	Prin. L. N. Welingkar Institute Of Management Development & Research	9900085057	anuradha.mahesh@welingkar.org
Dr. Savitha G R	Professor	# 40/2, 2nd Block, BSK 1st Stage, Bangalore	Prin. L. N. Welingkar Institute Of Management Development & Research, Bangalore	9611130909	savitha.gr@welingkar.org
Dr. Jai Raj Nair	Professor	# 272, Royal Shelters, 1st Main, Devarachakkana Halli, Bangalore	Prin. L. N. Welingkar Institute Of Management Development & Research, Bangalore	9845255869	jai.nair@welingkar.org



From

Name Of The Committee Member	Profession	Address	Associated With	Mobile Number	E-Mail Address
Dr.Sonia Mehrotra	Professor	Raheja Apartments, Koramangala, Bengalure	Prin. L. N. Welingkar Institute of Management Development & Research	9482706082	sonia.mehrotra@welingkar.org
Mr. Atul Deshpande	Dy.Gen.Mgr.- Administration	Stanza Living, Welingkar Students' Hostel	Prin.L.N. Welingkar Institute of Management Development & Research	9820143511 / 6364143511	atul.deshpande@welingkar.org
Mr. Mohd. Haneef M P	Senior Manager- Administration	1213/A 4th cross west LN Colony Yeshwanthpur Bangalore -560022	Prin.L.N. Welingkar Institute of Management Development & Research	8553020001	mohammed.haneef@welingkar.org
Laxmiprasad Subba	Parent	Mahadev Nagar, Navghar Road, Navghar Road, Thane, Maharashtra, 401105	Prin.L.N. Welingkar Institute of Management Development & Research	9339287257 / 9867867603	dev.sakun@gmail.com
Harish Kumar Dudeja	Parent	A230, Gangapur Avas Vikas Colony , Civil Lines, Rampur, Uttar Pradesh, 244901	Prin.L.N. Welingkar Institute of Management Development & Research	9927026711 / 9927833711	dudejaharish@gmail.com
Dr Asha Sidd	Member from NGO	106, 4th Main Rd, Malleshwaram, Bengaluru, Karnataka 560003	Prin. L. N. Welingkar Institute of Management Development & Research	<u>98456 68109</u>	asha.sidd@gmail.com



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Student Members:

Student Name	Batch	Program	Welingkar Elearn Email ID	Mobile Number
Aadya Dudeja	2025-27	EBIZ 1	1eBiz2527-aadya.dudeja@welingkar.org	7983475787
Dhotre Shardul Mahesh	2025-27	EBIZ 2	2eBiz2527-shardul.dhotre@welingkar.org	9028234201
Devashish Subba Saichamit	2025-27	RBA	RBA2527-devashish.subba@welingkar.org	8828294961
Meshram Shrushti Bhushan	2025-27	BDI	BDI2527-shrushti.meshram@welingkar.org	9970985629

Local Police Authority members:

Name	Contact No. (Calling)	Details
Mr. Naveen	9480801623	Police Inspector
Mr. Siddappa	080/22943469	Police Sub Inspector
Mr. Veeresh	080/22943469	ASI
Mr. Parvath Reddy	080/22943469	Head Constable

Dr. Madhavi Lokhande

Director
Bengaluru Campus





3. Internal Committee (IC)



**Prin. L. N. Welingkar Institute of
Management Development and
Research
Bengaluru Campus**

Title	Internal Complaints Committee (ICC) / Women Grievance Redressal Committee
Version	1.0
Ref	WIM/BLR/Committee/05
Applicable	WeSchool – Bengaluru Campus



Ref. No. NIM-B/HR/2025-26/0465-1Date 16/12/2025

Internal Complaints Committee (ICC) / Women Grievance Redressal Committee

Objective -To create a work environment where safety and dignity of women Students/ Employees are ensured and they are protected from Sexual Harassment as envisaged by Supreme Court of India Guidelines on Sexual Harassment, August 1997, "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" and "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013" and as per guidelines given in Vishakha Judgment and according to the State Govt. directions.

S. P Mandali's Prin. L.N. Welingkar Institute of Management Development & Research, Bengaluru has constituted Women Grievances Cell to ensure that no women students or woman employees are subjected to any sexual harassment.

"Sexual harassment" means and includes: -

1. "... such unwelcome behaviour of a male towards a female student/employee (whether directly or by implication) as:
 - Physical contact and advances;
 - a demand or request for sexual favours;
 - sexually coloured remarks;
 - showing pornography;
 - any other unwelcome physical, verbal or non-verbal conduct of sexual nature."
2. Implied or explicit promise of preferential treatment to a woman employee in her employment; or
3. Implied or explicit threat of detrimental treatment to a woman employee in her employment; or
4. Implied or explicit threat to a woman employee about her present or future employment status; or
5. Interference with her work or creating an intimidating or offensive or hostile work environment for her; or
6. Humiliating treatment likely to affect her health or safety.



16/12/2025

Office Order

Following members have been appointed to form the ICC/Women's Grievance Redressal Committee at S. P Mandali's Prin. L.N. Welingkar Institute of Management Development & Research, Bengaluru.

Sr.No	Employee Name	Designation	Committee
1.	Dr. Savitha GR	Professor	Member
2.	Dr. Sonia Mehrotra	Professor	Member
3.	Dr. Hema D	Professor	Member
4.	Dr. Dakshina Murthy	Associate Dean - Operations	Member
5.	Ms. Anitha Kumar	Asst Manager-Secretarial Services	Member
6.	Ms. Jayanti Pani	Manager-HR	Member
7.	Dr. Asha Sidd	Director (Academics) Banjara University	Member from NGO

Student Members

Name	Contact No	Email	Batch
Anushka Guha	9831017292	2eBiz2527-anushka.guha@welingkar.org	EBIZ 2
Srinath Srinivasan	9653116369	RBA2527-srinath.srinivasan@welingkar.org	RBA
Pavithra B	8970716671	PGDM2527-pavithra.b@welingkar.org	PGDM

In Case of any Sexual Harassment Instances immediately contact

Ms: Anitha Kumar – 9980758303.

Email id : welfare@welingkarmail.org

Dr. Madhavi Lokhande
Director, Bengaluru Campus
(Chairperson IC)





4. SC / ST Committee



**Prin. L. N. Welingkar Institute of
Management Development and
Research
Bengaluru Campus**

Title	SC / ST Cell (Employee and Students)
Version	1.0
Ref	WIM/BLR/Committee /03
Applicable	WeSchool – Bengaluru Campus

Ref. No. WIM-B/HR/2025-26/0465-4Date 16/12/2025**SC / ST Cell (Employee and Student)**

Prin.L.N. Welingkar Institute of Management Development & Research, Bangalore has a "SC-ST Cell" to promote reserved category students. It provides special inputs in areas where the students experience difficulties. The Cell may conduct remedial coaching classes on life skills, personality development, writing assignments and making presentations as and when required

Aims & Objective:

The SC/ST Cell Works for following aims and objective...

- 1) Guide the SC-ST/OBC/PWD students
- 2) Organize interactive sessions and informal Meetings if required with students to attend to their Personal, social and academic problems.
- 3) It continuously monitors and evaluates the reservation policies and other programs intended for SC-ST for their effective implementation at college.
- 4) It functions to promote higher education among the SC-ST or weaker communities that are suffering from economic, social and educational deprivations.

Establishment of the SC-ST Cell:

The SC-ST has been working efficiently. For the Academic year 2017-2018, it was formally constituted in the month of Sept 2017.



16.12.2025

The following constitute the SC/ST committee of WeSchool, Bangalore.

Sr.No	Employee Name	Designation	Committee
1	Dr. Madhavi Lokhande	Director	Chair
2	Ms. Prema Kumari	Dy. Manager-Examination Cell	Member
3	Mr. Shiva Kumar	Dy. Manager - Marketing	Member
4	Mr. Nagaraj R. L.	Manager - IT	Member
5	Ms. Srija Bose	Asst. Professor	Member
6	Mr. Rajakumar Alagar	Librarian	Member
7	Ms. Shylaja T	Program Coordinator	Member

Dr. Madhavi Lokhande
Director, Bengaluru Campus





4. Ombudsperson

Refer - Grievance Redressal Committee (GRC) for
Ombudsperson details