



LAKSHMI NARAIN COLLEGE OF TECHNOLOGY & SCIENCE, BHOPAL

Kalchuri Nagar, Raisen Road, P.O.- Kolua, Bhopal – 462022 (M.P)

LNCT&S/FGRC/2023/

Date: 20/01/2023

FORMATION OF FACULTY GRIEVANCE REDRESSAL COMMITTEE (FGRC)

A committee for the redressal of the grievances of the faculty at the Institute is formed for the current academic year.

Objectives:

The objectives of the FGRC is to develop a responsive and accountable attitude among stakeholders namely management, faculty & staff in order to maintain a harmonious educational atmosphere in the institute. The committee is therefore constituted for the Redressal of the problems reported by the faculty & staff of the College with the following objectives:

- Upholding the dignity of the College by ensuring strife free atmosphere in the College through promoting cordial management of faculty & Staff.
- Encouraging the faculty & staff to express their grievances / problems freely and frankly, without any fear of being victimized.
- Advising faculty & Staff of the College to respect the right and dignity of one another & students and show utmost restraint and patience whenever any occasion of rift arises.
- Advising all the faculty & staff to refrain from inciting faculty, staff & students against other colleagues or students and College administration.
- Advising all staffs to be affectionate to the colleagues and students and not behave in a vindictive manner towards any of them for any reason.

Functions:

- Any reported cases will be attended promptly on receipt of written grievances from the faculty & staff.
- The committee formally will review all cases and will act accordingly as per the Management policy.
- The committee will give report to the authority about the cases attended to and the number of pending cases, if any, which require direction and guidance from the higher authorities.

Roles and responsibilities:

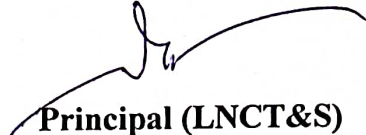
The FGRC shall be responsible to ensure that grievances are dealt with effectively in accordance with

- Take grievances seriously taking on board why the employee feels aggrieved, unhappy or dissatisfied.
- Investigate the facts and surrounding circumstances, and showing the employees that this been done thoroughly and sensitively.
- Actively look for a solution that will satisfy the employee, where practical, without causing disproportionate difficulty for the organization or the Employee's colleagues.
- Provide feedback to the employee about what can and cannot be done to resolve the grievance.
- Take necessary follow-up action.
- Committee meeting to be held on every month between 3.30 pm and 4.30 pm in the committee hall.

Composition:

The composition of the Faculty Grievance Redressal Committee as per the AICTE norms is as follow:

S.No	Name	Mobile No.	E-Mail
1	Dr. Aparna Gupta (Chairman)	9630371294	aparnag@lnct.ac.in
2	Dr. Amitbodh Upadhyaya (Member)	9827288211	amitbodh@lnct.ac.in
3	Dr. Sanjeet Kumar (Member)	9893157058	sanjeetk@lnct.ac.in
4	Prof. Vinay Sahu (Member)	9406767337	vinays@lnct.ac.in


 Principal (LNCT&S)

Copy to:

1. Office of the Chairman/Vice Chairperson/Secretary
2. Director Administration
3. Director T&P / Incubation/ R&D
4. Registrar LNCTS
5. Dean Student Welfare (DSW)
6. HODs (All Departments)
7. Chairman/All concerned members (FGRC)
8. Library
9. Notice Board