8.2.2 Employment Practice Unions

Kalasalingam Academy of Research and Education (KARE) upholds fair labour practices and ensures that all staff members have the right to freedom of association, collective representation, and participation in employee welfare mechanisms. The institution recognizes the importance of employee voices in promoting a healthy, transparent, and collaborative workplace environment.

KARE respects employees' rights as outlined under Indian labour laws—including the Industrial Disputes Act, Trade Unions Act, and other relevant regulations—which guarantee the freedom to form, join, or participate in unions or staff associations without discrimination or retaliation.

KARE's Commitment to Employment Practice – Unions

1. Freedom of Association
   KARE recognizes and respects the right of employees to join or form staff associations, councils, or unions of their choice. Staff members may engage in group representation activities without fear of penalty or interference.
2. Employee Representation Bodies
   The institution maintains various formal platforms for staff representation and engagement, such as:
     o Faculty Councils / Faculty Forums
     o Staff Welfare Committees
     o Grievance Redressal Cells
     o Internal Complaints Committee (ICC)
     o IQAC subcommittees and working groups
       These serve as structured avenues for employees to raise concerns, offer suggestions, and participate in institutional decision-making.
3. Non-Discrimination and Protection
   KARE ensures that no employee is treated unfairly, denied opportunities, or discriminated against on the basis of their participation in unions, associations, or collective activities.

4. Grievance Redressal Mechanisms
   A dedicated, transparent grievance procedure is available for all employees. Concerns related to workplace issues, policies, or treatment can be formally submitted, reviewed, and resolved through established committees.
5. Supportive Engagement with Third-Party Workers
   For outsourced staff (security, housekeeping, technical support), KARE ensures that contractors comply with labour laws guaranteeing their right to representation under applicable regulations.
6. Collaborative Decision-Making
   Employees are encouraged to contribute to discussions on workplace conditions, welfare initiatives, and institutional improvements through committees and feedback processes.
7. Awareness and Training
   Regular orientation programs ensure that employees understand their rights related to representation, grievance reporting, and safe work environments.

Policies available in KARE Website:

Policy of Non-Discrimination for Transgender

https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.2.Non-discrimination-policies-for-transgender.pdf

Policy of Non-Discrimination

https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.1-POILCY-NON-DISCRIMINAITON.pdf

Policy to protect those report discriminations

https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.8-Protecting-those-reporting-discrimination.pdf

Students Grievances Redressal Cell

https://www.kalasalingam.ac.in/students-grievances-redressal/

Internal Complaints Committee

https://www.kalasalingam.ac.in/internal-complaints-committee/

Anti-Ragging Committee

https://www.kalasalingam.ac.in/anti-ragging-committee/

Women Empowerment Cell

https://www.kalasalingam.ac.in/women-empowerment-cell/

Policy on Gender Equity and Sensitization

https://kalasalingam.ac.in/wp-content/uploads/docs/Gender%20Equality.pdf

Workforce Employment Practice and Welfare Policy

https://www.kalasalingam.ac.in/wp-content/uploads/2025/11/SDG-Workforce-Employment-Practices-Welfare-Policy.pdf

Policy Document to Ensure Barrier-Free Environment for Persons with Disability

https://kalasalingam.ac.in/wp-content/uploads/docs/Policy_on_Disabled_Friendly_Barrier_Free_Environment.pdf

Transportation Policy

https://www.kalasalingam.ac.in/wp-content/uploads/2021/11/Transportation-Policy.pdf

Teaching Learning Policy

https://www.kalasalingam.ac.in/wp-content/uploads/docs/Teaching-Learning%20Policy-Version%202-2018.pdf

Policy on Sustainable Environment

https://kalasalingam.ac.in/wp-content/uploads/docs/Sustainable_Environment.pdf

Smoke Free Policy

https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/3.3.6-Smoke-Free-Policy.pdf

All Policies

https://www.kalasalingam.ac.in/policies/