



**KALASALINGAM**  
**ACADEMY OF RESEARCH AND EDUCATION**  
**(DEEMED TO BE UNIVERSITY)**  
Under sec. 3 of UGC Act 1956. Accredited by NAAC with "A++" Grade



## THE - Impact Rankings 2026

### 8 DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

### 8.2.3 Employment policy on discrimination

Kalasalingam Academy of Research and Education (KARE) is committed to maintaining a fair, inclusive, and equitable work environment where every employee is treated with dignity and respect. The institution strictly prohibits all forms of discrimination, ensuring that employment decisions are based solely on merit, qualifications, skills, and institutional needs.

KARE's Employment Policy on Discrimination aligns with the Constitution of India, the Equal Remuneration Act, Rights of Persons with Disabilities Act, the POSH Act, and other relevant labour and human rights standards. The institution ensures that all faculty, administrative staff, technical staff, and support personnel are protected against discriminatory practices.

#### KARE's Commitment to Non-Discrimination

##### 1. Zero Tolerance for Discrimination

KARE prohibits discrimination—direct or indirect—on the basis of:

- Gender / gender identity / gender expression
- Religion, caste, ethnicity, or language
- Marital status or family status
- Age
- Disability or health condition
- Sexual orientation
- Socioeconomic background
- Nationality or place of origin
- Political or cultural beliefs
- Any other status protected by law

All employees must be treated fairly and equitably in all employment-related matters.

##### 2. Fair and Equal Employment Practices



**KALASALINGAM**  
**ACADEMY OF RESEARCH AND EDUCATION**  
**(DEEMED TO BE UNIVERSITY)**  
Under sec. 3 of UGC Act 1956. Accredited by NAAC with "A++" Grade



KARE ensures equal opportunity in:

- Recruitment and selection
- Promotion and career progression
- Performance evaluation
- Training and development
- Compensation and benefits
- Allocation of work and responsibilities
- Workplace conditions and treatment

All processes are designed to be transparent and free from bias.

### 3. Supportive and Inclusive Workplace

KARE fosters a campus environment that:

- Values diversity and inclusiveness
- Encourages mutual respect
- Promotes cultural and social sensitivity
- Provides equal participation opportunities for all employees
- Supports the hiring and inclusion of persons with disabilities (PWD)

### 4. Anti-Discrimination Committees and Mechanisms

To ensure protection and redressal, KARE has established:

- Equal Opportunity Cell (EOC)
- Internal Complaints Committee (ICC) under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- Grievance Redressal Committee for staff
- SC/ST Cell

These bodies are responsible for receiving, investigating, and resolving concerns related to discrimination or harassment.

### 5. Reporting and Grievance Redressal

Employees may report discrimination through:

- HR Department
- Grievance portal / written submission
- Committee chairs (EOC, ICC, GRC)

All complaints will be:



- Treated seriously
- Handled confidentially
- Investigated impartially
- Resolved in a timely manner

No employee will face retaliation for raising a genuine concern.

## 6. Training and Awareness

KARE regularly organizes orientation programs and workshops to:

- Promote diversity and inclusion
- Sensitize staff to anti-discrimination laws and policies
- Build a respectful, culturally aware workplace
- Prevent bias, harassment, and discriminatory behaviour

## 7. Compliance and Review

KARE ensures that all employment practices comply with applicable legal standards. The policy is reviewed periodically by HR, IQAC, and relevant committees to ensure its continued effectiveness and alignment with evolving laws and best practices.

### Anti-Discrimination Cell Details in University Website

Your complaint will be kept **CONFIDENTIAL**.

**Anti-Discrimination Committee (ADC)**

An Anti-Discrimination Committee (ADC) is constituted with the following faculty members for the academic year 2023-24 to look into the discrimination complaints received from the UG / PG / DRG students, faculty and non-teaching staff members.

Sl.No	Name of the Faculty	Designation	Role in ADC
1	Dr. J. Suresh Kumar	Registrar	Convener
2	Dr. D. R. Subashini	Director, Student Affairs	Member
3	Dr. J. J. Ananthan	Director, Campus Activities	Member
4	Dr. V. Anandaraman	PGD Site Medical	Member
5	Dr. K. Jeyaraman	Assistant Professor, HSE	Member
6	Mr. S. Sundararam	Staff Officer	Member
7	Dr. K. S. Sankaranarayanan	Associate Professor, UG & Media Officer	Member

**UGC Nodal Officer (From March 2023)**

Dr. S. S. Sankaranarayanan B.E., M.Sc., Ph.D.

Kalasalingam University, Research and Education, Arundhati Nagar, Palamur - 605004, Madhav Nagar (Old), Palamur, India  
PIN: 605004

Email ID: [info@kare.ac.in](mailto:info@kare.ac.in)

Complaints in: <https://forms.gle/2u3e9W0G0e0e0e0e0e0e0e0e0e0e0e0e0e>

Activate Windows  
Go to settings to activate Windows.



# KALASALINGAM

## ACADEMY OF RESEARCH AND EDUCATION

### (DEEMED TO BE UNIVERSITY)

Under sec. 3 of UGC Act 1956. Accredited by NAAC with "A++" Grade



Complaint Form: <https://forms.gle/zZ7u6jnSHRTXQmWv8>

**Anti Discrimination Committee**

Office of the Student Affairs,  
Kalasalingam Academy of Research and Education  
(Deemed to be University)  
Agent: Jagan, Kottarampet - 621126

Identify yourself as an Institutional account  
[Add name]

\* Includes required questions

**Topic \***  
[Type answer]

**Register Number \***  
[Type answer]

**Gender \***  
☐ Male  
☐ Female  
☐ Others

At the bottom, it says: "At the bottom, there is a link to the Anti-Ragging Committee." and a Windows watermark: "Activate Windows. Go to Settings to activate Windows."

## Anti-Ragging Committee

Chennai Campus | Admissions Open 2025-26 | APPLY NOW | IQAC | NAAC | NIRF | Tel. 04563 289042

### Anti-Ragging Committee (ARC)

The University Grants Commission (UGC) has framed regulations for curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. In this regard, the Anti-Ragging Committee (ARC) has been reconstituted for the academic year 2025-26 with the following members.

Sl.No	Name of the Faculty	Designation	Role in ARC
1.	Dr. V. Vasudevan	Registrar	Convener
2.	Dr. S.P. Balakrishnan	Director, Student Affairs	Co-Convener
3.	Dr. J.T. Winowlin Jappes	Director, Campus Residence	Member
4.	Dr. N. Rajes	Director, Academics	Member
5.	Dr. V. Dineshkumar	Deputy Director, Campus Residence (Representing Boys Hostels)	Member
		Deputy Director, Campus Residence	

At the bottom right, it says: "Activate Windows. Go to Settings to activate Windows." and a button labeled "Accessibility".



# KALASALINGAM

## ACADEMY OF RESEARCH AND EDUCATION

### (DEEMED TO BE UNIVERSITY)

Under sec. 3 of UGC Act 1956. Accredited by NAAC with "A++" Grade



The Anti-Ragging Committee will meet periodically to discuss the issues to prevent ragging in the University campus and implement the directions of the UGC from time to time in this regard.

#### UGC Nodal Officer (From March 2023)

Dr. K. S. Dhanalakshmi B.E., M.Tech., Ph.D.

Kalasalingam Academy of Research and Education Anand Nagar, Krishnankoil-626126 Virudhunagar (Dist), Tamilnadu, India

+91 9003964091

Email ID : [antiragging@klu.ac.in](mailto:antiragging@klu.ac.in)

Complaint Form: <https://forms.gle/Ypzvarjo12sn8f9TA>

#### Student Grievances Redressal Committee

[Home](#) [About Us](#) [Admissions](#) [Academics](#) [Research](#) [Sports](#) [Events](#) [Contact Us](#)

[Admissions Open 2025-26](#) [APPLY NOW](#) [IQAC](#) [ISO](#) [NIRF](#) [Tel. 04563 289043](#)

### STUDENT GRIEVANCES REDRESSAL COMMITTEE (SGRC)

The Student Grievances Redressal Committee (SGRC) is reconstituted with the following faculty members for the academic year 2025-26 to address the grievances of the students in the University campus.

Sl.No	Name of the Faculty	Designation	SGRC - Role
1.	Dr. G.P. Balakrishnan	Director Student Affairs	Convener
2.	Dr. J.T. Vinodh Dhanes	Director-Campus Residence	Member
3.	Dr. N. Rajni	Director Academics	Member
4.	Dr. K. Pandaraj	Associate Professor ECE	Member Coordinator
5.	Dr. P. Sivakumari	Assistant Professor Chemistry	Member
6.	Dr. N. Selva Palani	Admission Officer	Member
7.	Mr. R. Jayaraman	Estimate Officer	Member
8.	Dr. K.S. Dhanalakshmi	Assoc. Prof. ECE & Nodal Officer	Member
9.	Mr. K.V. Hitesh Kumar Chowdary	4 <sup>th</sup> Year B.Tech CSE Student	Member

[Enquire Now!](#)

[Activate Windows](#)  
Go to Settings to activate Windows.

[Accessibility](#)





**KALASALINGAM**  
**ACADEMY OF RESEARCH AND EDUCATION**  
**(DEEMED TO BE UNIVERSITY)**  
Under sec. 3 of UGC Act 1956. Accredited by NAAC with "A++" Grade



The screenshot shows a Google Forms interface for a 'Student Grievances Redressal Committee'. The form is titled 'Student Grievances Redressal Committee' and includes the following text: 'Office of the Student Affairs, Kalasalingam Academy of Research and Education (Deemed to be University), Anand Nagar, Krishnankoil - 626126'. Below this, there is a link to 'kattalavodai@klu.ac.in (Switch account)' and a note 'Not shared'. A red asterisk indicates required questions. The form has three main sections: 'Name \*' with a text input field, 'Register Number \*' with a text input field, and 'Gender \*' with three radio button options: 'Male', 'Female', and 'Others'. At the bottom right, there is a watermark for 'Activate Windows'.

### UGC Nodal Officer (From March 2023)

Dr. K. S. Dhanalakshmi B.E., M.Tech., Ph.D.

Kalasalingam Academy of Research and Education Anand Nagar, Krishnankoil-  
626126 Virudhunagar (Dist), Tamilnadu, India

**Tel. No.:** +91 9003964091

**Email ID :** sgrc@klu.ac.in

Complaint Form: [click Here](#)

### 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-DISCRIMAINITON.pdf>



**KALASALINGAM**  
**ACADEMY OF RESEARCH AND EDUCATION**  
**(DEEMED TO BE UNIVERSITY)**  
Under sec. 3 of UGC Act 1956. Accredited by NAAC with "A++" Grade



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

All Policies

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