THE - Impact Rankings 2026

8.2.4 Employment policy modern slavery

Kalasalingam Academy of Research and Education (KARE) is committed to upholding the highest standards of ethical employment and human dignity. The institution strictly prohibits all forms of modern slavery, including forced labour, bonded labour, human trafficking, child labour, and any form of exploitation.

KARE aligns its employment practices with the Constitution of India, the Bonded Labour System (Abolition) Act, Child and Adolescent Labour (Prohibition and Regulation) Act, the Indian Penal Code, and international labour standards.

The institution recognizes that modern slavery can exist in subtle and hidden forms, and therefore adopts a proactive approach to prevention, monitoring, and compliance.

1. Zero Tolerance for Modern Slavery

KARE enforces a strict zero-tolerance policy toward:

- Forced or involuntary labour
- Bonded or debt-based employment
- Human trafficking for labour or exploitation
- Employment of children below legally permitted age
- Confiscation of identity documents (e.g., Aadhaar, passport)
- Withholding wages or benefits unfairly
- Coercive or threatening work conditions

All employment must be voluntary, dignified, and aligned with lawful standards.

2. Ethical Recruitment Practices

KARE ensures that:

- All employees are recruited through transparent, documented procedures
- No recruitment fees are charged to candidates
- Job roles, salaries, and conditions are clearly communicated
- Identity documents remain with the employee at all times
- All workers receive written appointment orders and payslips

For outsourced staff, KARE requires vendors to comply with the same ethical standards.

3. Due Diligence for Outsourced and Contracted Workers

Many cases of modern slavery occur through third-party agencies. To prevent this, KARE:

- Screens vendors and contractors for compliance with labour laws
- Includes anti-slavery clauses in contractual agreements
- Ensures regular wage verification for security, housekeeping, and support staff
- Allows contractor employees direct access to grievance channels

Vendors failing to comply may face contract termination.

4. Fair Wages and Working Conditions

KARE ensures:

- All employees receive wages that meet or exceed living wage/minimum wage standards
- No employee works under threat, force, or coercion
- Working hours follow labour regulations
- Overtime, if any, is voluntary and compensated fairly
- Working and hostel conditions are safe, clean, and respectful

This commitment supports both SDG 8 and national labour standards.

5. Awareness, Training, and Prevention

To maintain a slavery-free environment, KARE conducts:

- Orientation sessions for all new employees
- Periodic training for supervisors, HR staff, and contractors

- Awareness programs highlighting signs of modern slavery
- Regular audits of workplace conditions

Training helps staff identify, prevent, and report potential exploitation.

6. Reporting and Grievance Mechanisms

KARE provides safe and confidential reporting channels for employees to report:

- Forced labour
- Harassment, coercion, or threats
- Contract violations by vendors
- Any suspicious activity indicating exploitation

Reports can be submitted through:

- HR Department
- Staff Grievance Redressal Committee
- Internal Complaints Committee (ICC)
- Whistleblower mechanisms (if applicable)

No employee will face retaliation for reporting concerns in good faith.

7. Monitoring, Compliance, and Continuous Improvement

KARE regularly:

- Conducts internal audits and vendor compliance checks
- Reviews wage records and working conditions
- Assesses risk areas vulnerable to modern slavery
- Updates policy frameworks to align with new regulations

The policy is reviewed and approved periodically by HR, IQAC, and the institutional leadership.

Anti-Discrimination Cell Details in University Website

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

Anti-Ragging Committee

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. Balakannan	Director, Student Affairs	Co-Convener
3.	Dr. J.T. Winowlin Jappes	Director, Campus Residence	Member
4.	Dr. N. Rajini	Director, Academics	Member
5.	Dr. V. Dineshkumar	Deputy Director, Campus Residence (Representing Boys Hostels)	Member
		Deputy Director, Campus Residence,	

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

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

Student Grievances Redressal Committee

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. Balakannan	Director Student Affairs	Convener
2.	Dr. J.T. Winowlin Jappes	Director-Campus Residence	Member
3.	Dr. N. Rajini	Director Academics	Member
4.	Dr. K. Pandiaraj	Associate Professor,ECE	Member Coordinator
5.	Dr. P. Sivaranjana	Assistant Professor,Chemistry	Member
6.	Dr. N. Selva Palam	Admission Officer	Member
7.	Mr. R. Jeyakumar	Estate Officer	Member
8.	Dr. K.S. Dhanaakshmi	Assoc. Prof. ECE & Nodal Officer	Member
9.	Mr. K.V. Hitesh Kumar Chowdary	IV Year B.Tech CSE Student	Member

Student Grievances Redressal Committee

Office of the Student Affairs,
Kalasalingam Academy of Research and Education
(Deemed to be University),
Anand Nagar, Krishnankoil - 626126

* indicates required question

Name *

Your answer

Register Number *

Your answer

Gender *

☐ Male
☐ Female
☐ Others

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-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

All Policies

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

Workforce staffing process and retention practices in the institution

 A. *Staffing*

The institution is adequately supported with staff members are administrative, instructional and technical level. The administrative hierarchy is adopted by the institution with the governing authorities with Chancellor at strategic level till the support staff at the operation level for effective institutional operations. The academic support units would consists of the faculty members from various departments and followed by administrative and support staff members including directors, administrative directors at top level and lab assistants, technicians and clerical staff members at lower level.

Technical faculty with rich experience in their respective domains and unrivalled qualification are the architects of the meticulously designed curriculum and support modules offered at the University. The faculties are renowned for their expertise due to their dynamic participation to accomplish the need of global requirement in academic and research. The frequent interaction of faculty through industry-institute activities is transformed towards teaching and learning, thus bridging the gap between industry and academia. The University uses this talent pool to provide all the support services which are needed to support the smooth functioning of the various programs. The University is proud of the faculty participation in matters related to governance and this has led the faculty to serve in various positions of utmost administrative importance. The faculty succeed in bringing a fresh perspective as a result of the vast experience and expedite unanimity on important issues

The leadership team, faculty members and non teaching faculty members are regularly encouraged with MDP sessions, skill based trainings, technical trainings and soft-skills training year on year basis.
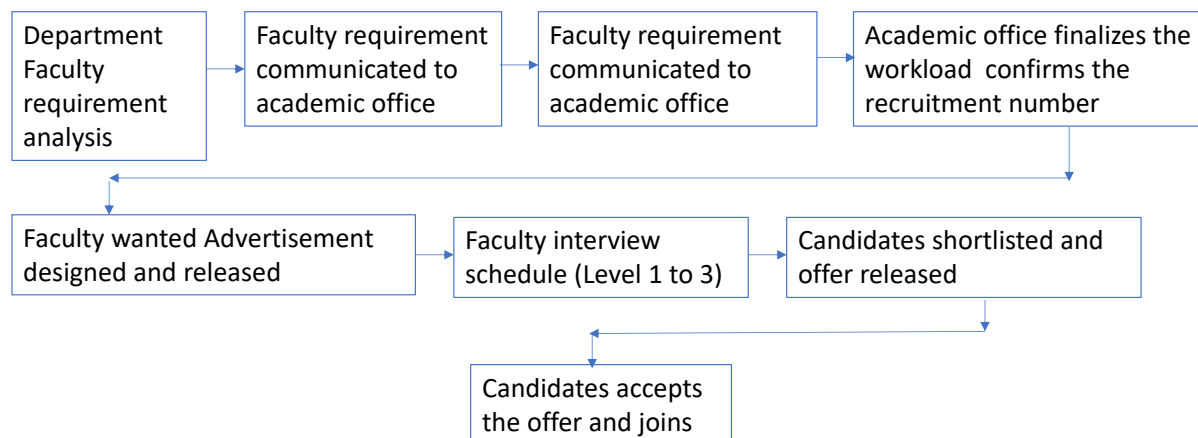
B. Faculty Hiring and Retention

The hiring process is a step by step process evolved to ensure best choice of faculty members. The steps are as follows:

- At the first step, once the number of vacant positions is directed to HRM, HR seeks approval from the competent authority for announcing call for vacancies to fill the post.

- HR office sends the recruitment content to PRO department for publishing the advertisement, Employment Newspaper and University Website with adequate notice period for receiving applications. The advertisement specifies all required parameters of qualification, experience & other eligibility criteria. The candidates' responses are accepted through recruitment portal/post.

- Applications are received till the last date as mentioned in the advertisement and then start the processing of applications. 4. HR office sends the application to the department after a minimum eligibility check for department to scrutinize candidates for interview call.

- After receiving the list of sorted candidates, the HR office sends Interview call to candidates in soft/hard (whichever is applicable) copies with mentioning the date of interview and time.

-The selection committee for the concerned positions is formed by the Vice Chancellor, as per the University's statutes. This committee includes a senior faculty member from the department, the Head of the Department, the Dean at initial level, nextly the shortlisted candidates would appear for personal interview with Directors of Academics & R&D along with HR who in turn would be finally interviewed by Vice Chancellor & Management members.

- Candidates selected for the interview are asked to fill in an interview assessment form, which contains important information.

- Interview panel awards marks on a defined scale for important attributes of academic career, experience, communication skills to name a few.

- HR office prepares this list of successful waitlisted candidates on the basis of performance in the interview. This waiting list is valid for six months and any of these candidates can be offered a position within this period.

- HR office sends an appointment letter through e-mail / hard copy of joining the University by mentioning the date of report.

- Candidates may inform HR office in case of any issues through email or telephonically.

- Candidates join the University by submitting the joining letter and with relevant documents like Aadhar card, PAN card etc for verification. 13. HR visits the concerned department with the newly joined for short meeting with HOD and member of the department on-board.

The Recruitment process chart is as shown below:

| Department Faculty requirement analysis | → | Faculty requirement communicated to academic office | → | Faculty requirement communicated to academic office | → | Academic office finalizes the workload confirms the recruitment number |

| Faculty wanted Advertisement designed and released | → | Faculty interview schedule (Level 1 to 3) | → | Candidates shortlisted and offer released |

| Candidates accepts the offer and joins |

The faculty members are diverse in nature and the institution caters to the diverse career needs of the faculty fraternity. Those practices adopted in view of retention includes the below:

- The faculty members are given orientation / induction program at the entry level which ensures the on boarded members to have clarity in the roles and responsibilities to be executed; class handling and other best teaching practices to tackle the current era's student mindset and also in terms of bridging the gap between the employability expectations. In addition at mid-career level the faculty members are given opportunity to take up positions in recognition of their performance and at a later career stage the senior faculty members are given advisory roles making them a part of strategic decision making.

- The faculty members are backed up with succession planning system by identifying leaders who would be suitable in taking up either academic or administrative roles.

The faculty members are encouraged in various avenues of individual and institutional development such as - All the faculty members of KARE are eligible for the welfare measures covered under professional development initiatives of the institution. Those initiatives include – provision of opportunities of faculty members to be a part of MDPS, FDPs, Higher education, Faculty abroad scheme and Faculty fellowship based on eligibility criteria, research grants, seed fund money support financially and ensuring secured and safe work environment of both male and female staff members.

Professional developmental policies which are framed and put in operation ensures that faculty members are being benefited with leave policies (covering 10 types of leaves such as casual leave, special casual leave, medical leave, vocation leave, Leave on duty, maternity leave, sabbatical leave and study leave, leave on loss of pay, absence without leave respectively.

- The faculty fraternity are encouraged continuously to enhance their skills, knowledge and attitude arenas holistically. They are encouraged and motivated to be a part of programs such as professional events, pursuing courses via online / mooc basis especially in view of impacting their profile with strong academic base. Faculty members are also motivated to attend at national and international level events

- Those faculty members who intend to resign would be given a chance to be heard of their constraints from the level of HoD, Dean and also Top Management and Management if required and retention of faculty members are maintained.

- The management also directs the HR office to conduct exit surveys and have retained the faculty members as the case may be.

- The faculty members are supported with the seed fund for research and those faculty members who have acquired funding are encouraged with workload concession and for those who have are assigned with administrative role(s).

- Research incentives for publications are one of the most prominent reward being enjoyed by the faculty fraternity.

- The faculty members are given an opportunity of share in consultancies which they acquire under the name of the institution.

- Faculty members are extended with support for travel grants.

- Faculty members are encouraged with provision of sabbatical leave for pursuing higher studies and other research-based projects if any.

- Our institution's regular leave policy to meet their personal needs ensure that they maintain a work life balance.