



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.

8.2.5 Employment practice equivalent Rights outsourcing

Kalasalingam Academy of Research and Education (KARE) follows a strict policy to guarantee that all outsourced workers receive equivalent rights, comparable to those enjoyed by directly employed staff. This includes:

1. Fair Wages and Financial Benefits

- All outsourced staff are paid at or above the local living wage.
- Wage revisions follow the same schedule as direct staff wage reviews.
- No outsourced staff are paid below the government-approved minimum wage.

2. Working Conditions

- Outsourced staff receive:
 - Safe working environment
 - Adequate protective equipment (PPE)
 - Access to all campus facilities
 - Reasonable working hours
 - Overtime compensation as per norms

3. Leave and Welfare Measures

- Outsourced employees are eligible for:
 - Paid leave (casual, medical, earned leave as applicable)
 - Maternity benefits (as per Maternity Benefit Act)
 - Festival holidays
 - Social security benefits (ESI, EPF)



4. Non-Discrimination and Equal Treatment

- Outsourced staff have equal access to:
 - Training
 - Skill development programs
 - Grievance redressal mechanisms
 - Anti-harassment protection
- No discrimination based on employment type, caste, gender, age, religion, or economic status.

5. Monitoring and Compliance

- The HR department regularly audits outsourcing agencies for:
 - Wage compliance
 - PF/ESI deposits
 - Legal adherence
 - Employee welfare
- Contracts with vendors include clauses ensuring equivalent rights.

Leave Policies in University Website

Maternity Policy

<https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.3-Maternity-Policy.pdf>

Paternity Policy

<https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.9-paternity-policy.pdf>

Leave Policy

<https://www.kalasalingam.ac.in/wp-content/uploads/2025/04/Leave-Policy.pdf>

Workforce Employment Practices Welfare Policy

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



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Festival Holidays

KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION (Deemed to be University)

Anand Nagar: Krishnankoil 626 126.

No. KARE/VC/Circular/095/2023/151

Date: 20.12.2023

CIRCULAR

Monday, 25th December 2023 will be a holiday for the University on account of
"CHRISTMAS".


20.12.23
VICE CHANCELLOR

Copy submitted to the Chancellor and Vice-presidents – for kind information
Copy to Honorable Members of the Board of Management - for kind information
Copy to Registrar and Controller of Examinations
Cc: to all Directors, Deans and HoDs
Cc: to Office, Library, Physical Education, Transport Officer, Finance Officer, Store Officer,
Purchase Officer, Estate Officer, ASO & Hostels

KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION (Deemed to be University)

Anand Nagar: Krishnankoil 626 126.

No. KARE/VC/Circular/095/2024/010

Date: 10.01.2024

CIRCULAR

Pongal Holidays are declared for the all Teaching and Non-teaching staff from
13.01.2024 to 17.01.2024.

On behalf of the Top Management, I wish you all a very Happy Pongal / Makara
Sankranti.


10.1.24
VICE CHANCELLOR

Copy submitted to the Chancellor and Vice-presidents – for kind information
Copy to Honorable Members of the Board of Management - for kind information
Copy to Registrar and Controller of Examinations
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Cc: to Office, Library, Physical Education, Transport Officer, Finance Officer, Store Officer,
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KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION (Deemed to be University)

Anand Nagar: Krishnankoil 626 126.

No. KARE/VC/Circular/095/2024/063

Date: 10.04.2024

CIRCULAR

11th April 2024 (Thursday) will be a holiday for the University, on account of "Ramzan Festival".


10.4.24
VICE CHANCELLOR

Copy submitted to the Chancellor and Vice-presidents – for kind information
Copy to Honorable Members of the Board of Management - for kind information
Copy to Registrar and Controller of Examinations
Cc: to all Directors, Deans and HoDs – with a request to circulate
Cc: to Office, Library, Physical Education, Transport Officer, Finance Officer, Store Officer, Purchase Officer, Estate Officer, ASO & Hostels

KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION (Deemed to be University)

Anand Nagar: Krishnankoil 626 126.

No. KARE/VC/Circular/095/2023/154

Date: 28.12.2023

CIRCULAR

Monday, 01st January 2024 will be a holiday for the University on account of "NEW YEAR".

The Chancellor, Vice Presidents, Vice Chancellor and Registrar wish all the staff and students a "HAPPY AND PROSPEROUS NEW YEAR 2024".


28.12.23
VICE CHANCELLOR

Copy submitted to the Chancellor and Vice-presidents – for kind information
Copy to Honorable Members of the Board of Management - for kind information
Copy to Registrar and Controller of Examinations
Cc: to all Directors, Deans and HoDs
Cc: to Office, Library, Physical Education, Transport Officer, Finance Officer, Store Officer, Purchase Officer, Estate Officer, ASO & Hostels



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Anti-Discrimination Cell Details in University Website

kalasalingam.ac.in/anti-discrimination/

Online Contact: [Admission Open 2025-26](#) [APPLY NOW](#) [SAC](#) [NIR](#) [NAAC](#) [NAAC](#)

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 SC / ST / OBC students, faculty and non-teaching staff members.

| Sl.No | Name of the Faculty | Designation | Role in ADC |
|-------|------------------------|-------------------------------|-------------|
| 1 | Dr. J. Suresh Kumar | Registrar | Chairman |
| 2 | Dr. S. R. Subashini | Deputy Student Affairs | Member |
| 3 | Dr. J. J. Ananthan | Deputy Campus Academic | Member |
| 4 | Dr. V. Anandaraman | HOD Bio-Medical | Member |
| 5 | Dr. K. Anandaraman | Associate Professor, HOD | Member |
| 6 | Mr. S. Suresh Kumar | Staff Officer | Member |
| 7 | Dr. K. S. Suresh Kumar | Associate Professor, UG & HOD | Member |

UGC Nodal Officer (From March 2023)

Dr. S. S. Suresh Kumar (B.E., M.Sc., Ph.D.)

Kalasalingam Academy of Research and Education, Arund Nagar, Arund Nagar - 620026, Madhavapuram (Dist), Tamil Nadu, India

9849339493

Email ID: adc@ksa.ac.in

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

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Go to Settings to activate Windows.

Accessibility

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

https://forms.gle/zZ7u6jnSHRTXQmWv8

Anti Discrimination Committee

Office of the Deputy Registrar,
Kalasalingam Academy of Research and Education
(Deemed to be University),
Arund Nagar, Madhavapuram - 620026

adc@ksa.ac.in (Email)
[9849339493](tel:9849339493) (Phone)

*Mandatory required questions

Back to top

Your address *

Register Number *

Your phone *

Gender *

☐ Male
☐ Female
☐ Others

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Anti-Ragging Committee

kalasalingam.ac.in/anti-ragging-committee/

Chennai Campus Admissions Open 2025-26 APPLY NOW IQAC UGC NRF 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. Balakumaran | 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 | |

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Enquire Now!

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>



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Student Grievances Redressal Committee

kalasalingam.ac.in/students-grievances-redressal/

Channel Campus Admissions Open 2025-26 APPLY NOW IQAC ISO NHRF 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 Dajpes | Director-Campus Residence | Member |
| 3. | Dr. N. Rajni | Director Academics | Member |
| 4. | Dr. K. Pandurang | Associate Professor ECE | Member Coordinator |
| 5. | Dr. P. Sivakanya | Assistant Professor Chemistry | Member |
| 6. | Dr. N. Selva Palani | Admission Officer | Member |
| 7. | Mr. R. Jeyakumar | Estate Officer | Member |
| 8. | Dr. K.S. Dharmasanthi | Assoc. Prof. ECE & Nodal Officer | Member |
| 9. | Mr. K.V. Hitesh Kumar Chowdary | IV Year B.Tech CSE Student | Member |

Enquiries Now!

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docs.google.com/forms/d/1FAyQJ3dZpFgTH6cTunpRQNClymptSiWtYIQ3SRNkgGgipDA/viewform

Student Grievances Redressal Committee

Office of the Student Affairs,
Kalasalingam Academy of Research and Education
(Deemed to be University),
Anand Nagar, Kinnakudi - 626728

< kshatirndel@klu.ac.in in [Google account](#)

not shared

* Indicates required questions

Name *

Your answer

Register Number *

Your answer

Gender *

☐ Male

☐ Female

☐ Others

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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



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<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/>