



# VINAYAKA MISSION'S RESEARCH FOUNDATION

(Deemed to be University under section 3 of the UGC Act 1956)



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## VMRF(DU) PH.D SCHOLARS GRIEVANCE POLICY

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## VMRF(DU) Ph.D Scholars Grievance Policy

### Why

The goal of this policy is to help the scholars be successful during scholar's course of study. We want to ensure an environment free from harassment and discrimination and to provide the support, mentorship, and opportunities to reach the scholar's full potential.

### Who

This policy is written for PhD scholars. First, this policy is written for scholars who have and/or are experiencing a hostile or unwelcoming work environment. It covers cases where scholar feel that the scholar have been discriminated against or harassed.

Second, this policy is written for scholars who are struggling in their PhD studies. If the scholar having difficulty finding a research Supervisor? If the relationship with Supervisor not working well? When the scholar feel isolated from peers? If the scholars are worried about a fellow scholar, please reach out to us. We are here to help the scholars recognise the nature of the problem and find a solution.

University level student grievance policy is also written for students who are concerned about their classmates or students.

### What

This policy covers two kinds of issues.

- (1) Harassment and discrimination, including on the basis of sex, race, ethnicity, sexual orientation, gender identity, or any other personal identity.
- (2) An unsupportive work environment. This includes a lack of guidance on how to choose courses and find a research Supervisor, how to formulate and proceed with the scholar's thesis research, and how to prepare for their next career step, after completing their PhD.

### How

If the concern is not about the Supervisor, we encourage them to talk to them first. If the scholar concern is about the Supervisor or he/she wish to speak to someone else, they have several options. First, they can contact the **Official Points of Contact, The Deputy Director Research of the University** Deputy Director Research, Ph.D Section, in person, by phone or by email [dy.director.research@vmu.edu.in](mailto:dy.director.research@vmu.edu.in) , whichever form they feel most comfortable.

Second, they can also reach out to **any faculty member** or **administrator** that they trust or **PhD RAC (Research Advisory Committee) member**, or the **Head of the Institution** where their supervisor placed.

Third, they can contact the following **University student Grievance Redressal Committee** through the following online grievance form



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<https://forms.vinayakamission.com/grievance/Student-Grievance.php>

## University Student Grievance Redressal Committee

S.No	Name	Designation	Position
01	Dr.J.Sabarinathan	Pro Vice Chancellor, VMRF (DU), Salem	Chairperson
02	Dr. Shanmugasundaram R.S	Director (Students welfare), VMRF(DU), Salem	Member
03	Prof. Sam Thamburaj. A	Principal, Vinayaka Mission's College of Physiotherapy, Salem	Member
04	Dr. Sendil Kumar. B	Director , School of Allied Health Sciences, Salem	Member
05	Dr. Nithya . M	Professor Cum Vice Principal, VMKV Engineering College	Member
06	Ms. S. Layasri	Second BDS, Vinayaka Missions Sankarachariyar Dental College, Salem	Special invitee

## Fourth they can reach out University Ombudsman

**Name** Dr. R.S.D WAHIDA BANU  
**Designation** Principal (Rtd), Government College of Engineering  
**Email** drwahidabanu@gmail.com  
**Mobile No** 9443008886

Fifth if none of the above helps them they can reach out the UGC grievance through **esamadhan**  
<https://esamadhan.nic.in/>