



Avinashilingam Institute for Home Science and Higher Education for Women

Deemed to be University Estd. u/s 3 of UGC Act 1956, Category A by MHRD
Re-accredited with A++ Grade by NAAC. CGPA 3.65/4, Category I by UGC
Coimbatore - 641 043, Tamil Nadu, India

Dr. (Mrs.) S. Kowsalya

M.Sc., M.Phil., Ph.D.

Registrar

30.05.2023

Date :

AGENDA FOR BoM BY CIRCULATION FOR APPROVAL

ACTION TAKEN ON THE GRIEVANCES RAISED BY THE SC/ST WELFARE ASSOCIATION

- Ref: 1. Letter from National Commission for Schedules Castes, Chennai F.No.9/122/2022 Rep.(SG) dated 18.04.2023 regarding hearing of various grievances of SC/ST Teaching and Non-Teaching staff
2. Minutes of the Hearing dated 26.05.2023 from National Commission for Scheduled Castes, Chennai F.No.9/122/2022 Rep.(SG)
3. Representations of SC/ST Teaching and Non-Teaching Welfare Association of Avinashilingam University letter to National Commission for Scheduled Castes, Chennai dated 28.10.2022 F.No.9/122/2022 Rep(SG) and 12.05.2022 F.No.9/46/2023 Rep (SG)
4. Mrs. V. Ezhilarasi, Assistant Professor, Department of Visual Communication letter to National Commission for Scheduled Castes, Chennai dated 17.05.2023 F.No.9/46/2023 Rep (SG)

- 1) The SC/ST Teaching and Non-Teaching Welfare Association of Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore had sent a representation in October, 2022 to the Hon'ble Vice Chairman, National Commission for Scheduled Castes raising concerns regarding roster, appointment on compassionate grounds, career advancement of Mrs. V. Ezhilarasi and Dr. R. Prabha, appointment of Dr. C. Meena as Director of Computer Centre and redesignation of staff member Mrs. R. Krishnaveni, partial treatment of staffs and less number of SC members in higher positions. The Institute responded to all the grievances raised with appropriate evidences and annexures.
- 2) Subsequently, the Vice Chancellor and Registrar attended the hearing convened on 20.04.2023 by Shri. Arun Halder, Hon'ble Vice Chairman, National Commission for Scheduled Castes, New Delhi regarding various grievances of the SC/ST Teaching and Non-Teaching staff members.

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Re-accredited by NAAC with
'A++' Grade CGPA 3.65/4



Graded as Category-I University
Recognised Under Section 12B by the UGC



Ranked 84
among Universities



ARIIA
ATAL RANKING OF INSTITUTIONS
ON INNOVATION ACHIEVEMENTS
Ranked 5th under the University
(Govt. & Govt. Aided) (Technical) Category



Granted Category A Status by MHRD - Top most rating
for Deemed-to-be-Universities

- 3) Meanwhile, the President and Members of the SC/ST Teaching and Non-Teaching Welfare Association had submitted a representation dated 12.05.2023 raising grievances about roster system, career advancement scheme, employment on compassionate grounds, consideration of Dr. C. Meena as Director of Computer Centre and change in designation of Mrs. R. Krishnaveni. The response to the same was sent on 25.05.2023 with detailed explanation and point wise replies with annexures.
- 4) On 17th May, 2023, Mrs. V. Ezhilarasi has submitted a separate representation to the National Commission for Scheduled Castes regarding her promotion from Assistant Professor Level 10 to Level 11. The detailed response has been sent on 30.05.2023.
- 5) The Minutes of the hearing dated 20.06.2023 has been received from the National Commission for Scheduled Castes with a request to submit the action taken report on the Minutes within fifteen days.
- 6) In the context of the grievances raised, it is proposed to constitute a Committee to consider and address the grievances raised by the SC/ST Welfare Association. The three-member Committee will consist of three external members, Chairman and two members belonging to the SC/ST community, so that the grievances are redressed adhering to the regulations and in an amicable and timely manner.
- 7) The Vice Chancellor may be authorised to constitute the said Committee with the composition mentioned above. This is for the approval of the honourable members of the Board of Management. The response to the agenda may be sent individually by e-mail within three days to enable to proceed further.



S. Koushalys
REGISTRAR

Registrar
Avinashilingam Institute for Home Science
and Higher Education for Women
(Deemed to be University)
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