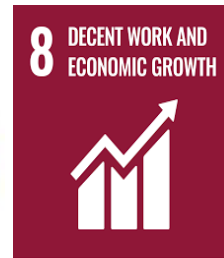




**MANAV RACHNA
UNIVERSITY**

Declared as State Private University Vide Haryana UGC Act 26 of 2014



8.2.8 Policy on Employment Practice and Appeal Process

Manav Rachna University (MRU) is committed to fostering a fair, transparent, and responsive working environment for all faculty and staff. The MRU Policy on Employment Practice and Appeal Process outlines structured mechanisms for addressing grievances related to employment conditions, ensuring that concerns are heard and resolved impartially and efficiently. This policy complements the role of the Faculty and Staff Grievance Redressal Committee, established to uphold the rights of employees and maintain harmony within the University through adherence to regulatory guidelines like those from UGC and AICTE.

Brief Process Outline

- **Grievance Submission:** Faculty or staff members who have concerns or complaints related to their employment may submit written and signed grievances to the Grievance Redressal Committee.
- **Committee Evaluation:** The Committee, comprising senior university representatives and an external member, reviews complaints regularly (at least quarterly) and examines the issues impartially.
- **Investigation and Recommendation:** The Committee enquires into the service-related grievances, gathers facts, and makes recommendations to the Vice Chancellor for suitable action.
- **Action on Baseless Complaints:** The Committee also recommends appropriate measures against complainants if the allegations are found to be baseless.

- **Additional Activities:** The Committee may convene additional meetings for awareness and sensitization even when no grievances are pending.
- **Term and Membership:** The Committee's tenure is typically three years, ensuring continuity in grievance redressal efforts.

This process ensures timely, fair, and regulated resolution of employment-related issues, supporting MRU's commitment to a positive institutional culture and employee well-being.

This summary is aligned with the latest official MRU Office Order dated 08/05/2025 on the Grievance Redressal Committee.

Supporting Documents

1. Link to MRU Office Order dated 08/05/2025 on the Grievance Redressal Committee-<https://mru.edu.in/wp-content/uploads/2025/11/8.2.8-Office-Order-Re-constitution-of-Faculty-and-Staff-Grievance-Redressal-Committee.pdf>
2. Link to MRU Service Regulations <https://manavrachna.edu.in/assets/campus/mru/pdf/MRU%20Policy%20on%20Employment%20practice%20Appeal%20process.pdf>
3. Grievance Redressal Portal Link- <https://mru.edu.in/grievance-redressal-portal-mru/>