

## **SDG 8.2.8**

### **EMPLOYMENT PRACTICE APPEAL PROCESS**

**(Have a Process for Employees to Appeal Employee Rights and/ or Pay)**

The University has a well-defined appeals process for both, teaching and non-teaching employees as per its First Statutes, specifically Para 2 of Statute No. 31 and Para 3 of Statute No. 32. Details as follows:-

#### **STATUTE NUMBER 30**

##### **RESIGNATION**

Any resignation tendered by any employee shall be processed as per the Regulations made for the purpose.

#### **STATUTE NUMBER 31**

##### **ACTION AGAINST TEACHERS**

Where there is an allegation of misconduct against a teacher, the Vice-Chancellor shall constitute a Fact Finding Committee and if necessary, based on the report of Fact Finding Committee, may institute an Inquiry Committee for the purpose.

- (1) Based on the report of Inquiry Committee, the Vice-Chancellor may decide the course of action including suspension depending on the severity of the misconduct. However, for taking actions to the extent of termination of the Teacher concerned, the Vice-Chancellor shall report the matter to the Governing Body who shall decide the case on merits.

Provided that an opportunity shall be given to the charged teacher to present his case.

- (2) An appeal against any action ordered can be made to the Chancellor within 30 days from the date of receiving such order and the Chancellor may after due considerations refer the case back to the Governing Body with his comments for consideration. The decision of the Governing Body after the due consideration shall be final.

#### **STATUTE NUMBER 32**

##### **ACTION AGAINST NON-TEACHING EMPLOYEES**

- (1) Where there is an allegation of misconduct against a non-teaching employee, the Registrar shall constitute a Fact Finding Committee and if necessary, based on the report of the Fact Finding Committee, may institute an Inquiry Committee for the purpose.

- (2) Based on the report of the Inquiry Committee, the Registrar may decide the course of action including suspension depending on the severity of the misconduct. However, for taking actions to the extent of termination of the non-teaching employee concerned, the Registrar shall report the matter to the Vice-Chancellor who shall decide the case on merits.

Provided that an opportunity shall be given to the charged employee to present his case.

- (3) An appeal against any action ordered can be made to the Chancellor within 30 days from the date of receiving such order; the decision of the Chancellor shall be final.



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