

## Sangam University :- Ph.D Scholars Grievance Policy

- 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.
- This policy is meant for PhD 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 recognize the nature of the problem and find a solution.

- 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.
    - 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 Dean- Research of the**, in person, by phone .
    - 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.
    - **They can Reach Out to University Student Grievance Redressal Committee**

| S.No | Name                      | Designation                      | Position    |
|------|---------------------------|----------------------------------|-------------|
| 01   | Dr.Manas Ranjan Panigrahi | Pro President, Sangam University | Chairperson |
| 02   | Dr. Vinesh Agarwal        | Director (Students welfare),     | Member      |
| 03   | Dr. Kamalkant Sharma      | Director, IQAC                   | Member      |

- **They can reach out University Ombudsperson**

**Name**            **Dr. R. L Paliya**  
**Designation**    Principal (Rtd), M. L. V Government College, Bhilwara  
**Mobile No**      **9314286509**

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