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GRIET/Discipline/IR/2015-16/ST-02

REPORT OF THE DISCIPLINE COMMITTEE

Date: 06 June, 2016

Report of the Committee of Inquiry, as per Terms-of- Reference held pursuant to the provisions of GRIET ADMINISTRATIVE MANUAL- Service Rules instituted by the Principal in the Conference Room at 12:30 pm on MONDAY, 16 May 2016 to consider the act of alleged misbehaviour against Sri. M. GOPALAKRISHNAM RAJU, ID No.138, Mechanic/Lab Assistant, Department of Electronics and Communication Engineering, GRIET.

Accused: **Sri. M. GOPALAKRISHNAM RAJU, ID No.138, Mechanic/Lab Assistant, Department of Electronics and Communication Engineering, GRIET.**

Complainant: **1. Ms. K. Sai Srestha, (14241A04E4) B.Tech II year ECE-C**
2. Ms. A.Madhuri, (14241A04B6) B.Tech II year ECE-C

Bearing reference to the letter dated 16 May 2016, bearing No. GRIET/PRIN/ /C/15-16 from the office of the Principal directing to carry out an investigation in the incidence of 12 May 2016 as reported.

As per the Terms of reference made in the above citied letter and due to the nature of the complaint lodged, action was initiated by this office vide Letter No. GRIET/Discipline/IR/2015-16 to the Anti-Sexual Harassment Cell (ASHC) of GRIET to immediately convene their members forming the committee and investigate the matter based on the complaints received and the First information report filed by Dr.Y. R. K Prasad Professor & Dean who also was witness to part of the incidence on 12 May 2016.

1. Dr. N. Rama Devi, Chairperson, ASHC-GRIET constituted the committee including one non-teaching faculty (Mrs. Padmavathi-ECE) and one student representative (Ms. Reddygari Keerthana-EEE) apart from two senior lady Professors (Dr. T. Padma-BME and Dr. K. V. Pavani-BT).
2. The investigations spanned a period of two weeks due to ongoing examinations and had to be stopped following repeated interruptions and interference created by relatives of the complainant to the committee proceedings.
3. **The ASHC has submitted a report dated 06 June 2016 and the findings as under:**
    a) The students who came voluntarily or as supporters of the complainant (s) were observed to be not-open to solve the issue in a free and fair manner, and that there was resistance and hesitation in giving written, signed statements of the incidence and were only giving verbal statements.
    b) Relating to the incidence in question in the absence of any accurate evidence of misbehaviour or witness who would testify were not available, however the co-complainants (Ms. Madhuri) incidence during PULSE 2016 had many witnesses who gave a statement involving the accused.

c) The committee observes that the act of physically contacting or inappropriately touching the girl students may have taken place based on witness accounts in the second case and that irrespective of the intent (Fatherly-as claimed by the charged non-teaching faculty) the accused is ignorant of the limits as expected of the staff during interaction with adult girl students.

4. **The committee recommends**:

a) That in the presence of deep distrust between the girl students and the accused staff and as a confidence building measure recommends his transfer to other assignment(s) after counselling.

b) The support staff and teaching faculty to be sensitised on expected societal norms of interpersonal behaviour with girl student for their security.

c) Raising awareness among the students especially girls, on the hierarchy of reporting and recording of incidences for immediate action by the reporting points with confidence.

d) All staff are to be directed to be conscious in showing mutual respect while communicating to each other and with students in order to avoid misinterpretation, harassment or harmed feeling.

On receipt of the report from the ASHC I the undersigned have studied the written complaints and recording given to the committee and find that:

1. The alleged incident if had taken place would have occurred during a brief moment of few minutes during the physical absence of the Lab faculty and the co-student in the hall.
2. The two co-students have given in writing that they were not in the room and that they did not see any incidence while waiting outside the hall.
3. The second incident filed by Ms. Madhuri along with this incident has been supported in writing by a group of students of the same batch.
4. It is noticed that when an incidence has taken place public in the department there have not been any reports of such allegations from the senior batches ie III yr and IV yr girl students who have also been helped during laboratory sessions by the same staff during their earlier academic years.
5. If any earlier incidences have taken place there is no record of such serious incidence in the department, also the absence of any forth coming voluntary submission by the any faculty of ECE to the committee.
6. A group of students who support the complainants have rallied and influenced along with the parents of thee complainant the submission of statements to the committee during which there was disturbance created leading to the suspension of inquiry by the members of the committee.
7. There are no physical evidence of the current incidence except for the written complaint and agitated behaviour of the parents and their accomplice, entry without prior permission, forced entry into instructional area and manhandling of the staff leading to a terrorised atmosphere among the staff.
8. I the undersigned had a talk with Mr. Gopala Krishnam Raju the non-teaching faculty on the veracity of the charges levelled against him to verify if at any time he has touched girl students as alleged, to which he has denied having done so.

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I am here by submitting the and seconding the recommendations of the committee for the suitable action by the Institute management and to in still confidence among the stake holders relating to security and academic wellbeing of the institute

Enclosure: Report of the ASHC Committee

Dr. N. Sunil Kumar,
Assoc. Prof & Head Biotechnology
Dean Discipline