



GOKARAJU RANGARAJU

Institute of Engineering and Technology

(Autonomous)

GRIET/Discipline/IR/2015-16/ S01

CONFIDENTIAL

ACTION TAKEN REPORT

Through the office of the Principal

To
The Chairman,
Discipline Committee:
Gokaraju Rangaraju Institute of Engineering & Technology,
Via Nizampet, Off Bachupally Road,
Bachupally, Hyderabad-500090, Telangana.

The Institute's complaints system requires that complainant(s) will have attempted to resolve the complaint by informal means and failure of which may have led to the filing of the current complaint to the Administration.

Complaint Received on:	18 th May, 2015
Complaint No:	S01
Complainant(s):	Mrs. N. Mamathagandhi (ME) & Mrs. P. Sirisha (CE)
Received in confidence by:	The Principal, Professor. Jandhyala. N. Murthy.
Received by Dean Discipline:	18 th May, 2015

A hand written complaint from Mrs. N. Mamathagandhi and Mrs. P. Sirisha herein referred to as the "complainants" has been received and a committee was formed for investigation.

The committee comprised of:-

1. Dr. N. Sunil Kumar, Head of Department BT & Associate Professor, Dean Discipline GRIET.
2. Prof. Suri Ramamurthy- Vice Principal GRIET
3. Dr. V.N. Rama Devi, Coordinator-WDC & ASHC, GRIET
4. Mr. B.Ch. Nookaraju, Head of Department ME & Associate Professor GRIET.

The lodged complaint by the complainants referred above was against Mr. D.S. Nagaraju, Associate Professor in Mechanical Engineering herein referred to as the "defendant" and the allegation mentioned therein was "Work place etiquette concerns".

The committee members met by mutual consent on 03 June 2015 after notifying the complainants and the Defendant at 12:30 pm at the Conference Room, Block 3.

As a preliminary the committee members were apprised of the accusations levelled by the complainants against the defendant.

1. The Complainants were interviewed individually about the allegation to know their *locus standi*, followed by the defendant.
2. The complaints have been about use of informal language by the defendant against students and co-faculty in the proximity of the students.
3. Irregularity of engaging allotted course classes as per Time table and intolerance to complaints.
4. Alleged illegal affair with another faculty.
5. Failing students from other branches for the course by setting tough question papers.
6. Taking tuitions and leaking mid question papers.
7. Showing favour to Mechanical Branch students and a lady staff member with relation to question papers.
8. Not responding to phone calls of co-faculty on scheduled meetings and messages.

Contd/-



GOKARAJU RANGARAJU

Institute of Engineering and Technology

(Autonomous)

The complainants have expressed displeasure of working with the defendant and requested change in reporting pattern from the next semester.

The committee has recorded their observation, conclusion and recommendation in writing-
(ref: enclosure)

▪ **The recommendations are as under:-**

1. Change of one or both the junior faculty from the Engineering Drawing classes.
2. Lack of maturity in understanding and learning the work culture and work environment by the complainants, being new appointees hence new to work culture and hence the need for counselling.
3. Counselling of all the three faculty involved, to change their mind set on work place behaviour and interpersonal skills. They were observed to harbour intense negativity towards each other and bloated ego, aggravated by hierarchy.
4. Counselling on adverse effect of the open, in-class behaviour of the ego clash by the faculties on the students attending those classes and its publicity thereafter.
5. The defendant who has been given the Main Course Faculty assignment for Engineering Drawing being an experienced and committed faculty, also requires counselling on performing leadership tasks and etiquette in dealing with female assistant faculty without personal feeling ruling the task. To follow Course coordinator role for conduct of classes, setting of question papers by consensus instead of unilateral decisions.
6. The complainant from Civil Mrs Shireesha with specialisation in Structures may be better utilised in the parent department where the recognition could be more, enhancing her involvement.
7. Head of Departments require to be advised to be sensitive to growth of interpersonal clashes and to intervene by counselling and prevent untoward incidents. To seek faculty feedback on discomfort working with colleagues.
8. The committee did not find any sexual harassment nor gender discrimination in the hearing. The defendant has been advised to keep his personal life and affairs out of the Institute and to be sensitive to the negative precedence it may trigger in the young adult students and discomfort to the fellow faculty.

Date:

Place: HYDERABAD

1. Prof. Suri Ramamurthy
Vice Principal, GRIET
2. Dr. V.N. Rama Devi,
Coordinator-WDC & ASHC,
GRIET
3. Mr. B.Ch. Nookaraju,
Head of Department ME &
Associate Professor GRIET.

Dean Discipline