



ANDHRA LOYOLA INSTITUTE OF ENGINEERING AND TECHNOLOGY

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VIJAYAWADA - 520 008.

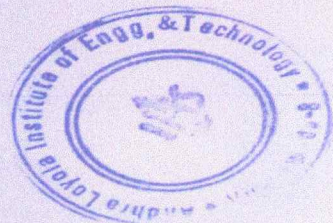
Code (0856)
College 2498976
Secretary 2476151
Principal 2475945
Fax 2498976


GRIEVANCE REDRESSAL CELL

ACTION TAKEN REPORT

Grievance Redressal Committee received following grievances in the academic year 2019-20

S.NO	Grievance	Action Taken	Duration
1	Need of dustbins near parking lot on the campus	Provided permanent stainless steel garbage bins on the campus roads	1 day
2	On the misconduct of the two faculty members towards a girl	As per the report submitted by the special committee, the concerned faculty is relieved from the duties	7 days




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16HPA0018

CEE-IV


ALIET

Vijayawada

Respected Father,

I N. Pransha of 4th CEE with Rgd no: 16HPA0018

This letter is to inform you that, Our Department member 'Mrs. MM. Karunaka' (Teaches us DCS subject in 4-2). He has misbehaved with me during the project hours. He used unparliamentary language towards me. He called me and warned me about the way I behave in class. As I accepted for what he said to me (warned me). Later, He still kept on going through this matter & He spoke about my parents way of growing up. I said him not to speak like that then He raised his voice by using unparliamentary language like [Jatta, To sey, Em pikutharo peekko, Antha na hands lo undi complaint echukunte echuko, Velli Father vollo kurcho niku atkade comfort ga untundi]. I shouted against him then He raised his hand on me. His slang is completely bad at me. I am unable to bare the situation and I felt quite embarrassed when I heard the words he used. His behavior was very rigid towards every of the student. He speaks in double meaning manner with every girl


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in the class. Even though we were calm about this but he crossed his limits & he behaves like as he wish to. We are suffering alot with his behavior methodology of treating girl students.

All I want is a meeting from you and extending your points of using good language in or out of class with the students. I hope you will get my problem and do the needful. kindly see to this matter as it will suffice me.

Thanking in anticipation

Yours truly
M. Pranita

22/02/2020

Recd on 25-2-20

Jamini Kain
25-2-20

ALM Prakashkumari.

16HP1A0218

EEE, 4th yr

ALLET
Vijayawada.

Respected Father

I N. Pranusha 4th EEE with Reg NO:- 16HP1A0218,
This is to inform you that, This is the Complaint letter towards
Mr. Rajesh Babu (EEE department). Many of the girls are suffering
~~and~~ because of this weird behavior with girls (verbal harassment
(women abused). kindly take immediate action about this subject

Thanking you.

Yours Truly,

N. Pranusha (EEE 4th yr)


25/02/2020

ALM) Prakash Kumari

Rcd on 25/2/20

Jani Kanu.1

25/2/20


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Code : (0866)
College : 2498978
Secretary : 2478161
Principal : 2478945
Fax : 2498978

Dt: 25-02-2020


Respected Mrs. N. Dyva Krupa


Sub: Constitution of Committee to look into the complaint given by Girl Students of IV B.Tech (EEE).

Having received complaint letters from Girl Students of IV B.Tech (EEE), I would like to constitute a Committee with the following members:

- 1, Dr. Sr. Jasintha Quadras (Chairperson, Principal, Maris Stella College)
- 2, Mrs. N. Dyva Krupa (Co-ordinator S&H, ALIET)
- 3, Mrs. Manjula (Andhra Loyola College)
- 4, Mr. M. Rama Krishna (ECE, ALIET)
- 5, Dr. V. Shanmukha Rao (IT, ALIET)

Kindly go through the complaints attached herewith and call for an enquiry of the persons mentioned in the complaint letter as well as the complainants and suggest suitable measures to be taken. Kindly submit your report within 3days from the date of reception of this letter.


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Fr. Dr. A. Francis Xavier, S J
Secretary
Andhra Loyola Institute of
Engineering and Technology

REPORT OF THE COMMITTEE CONSTITUTED

BY THE MANAGEMENT OF ALIET

ON THE COMPLAINT GIVEN BY IV EEE STUDENTS

Members of the committee:

1. Sr. P Japamalai (Chairperson, Former Principal , Maris Stella College)
2. Mrs. N. Dyva Krupa (Co-ordinator S&H ALIET)
3. Mrs. Manjula (Faculty Andhra Loyola College)
4. Mr. M. Rama Krishna (ECE, ALIET)
5. Dr. V. Shanmukha Rao (IT ALIET)

Complaint charged by:

1. N. PRANUSHA -16HP1A0 218
2. D. LIKHITHA - 16HP1A0212
3. T. DEEPTHI - 16HP1A0204
4. D. MONIKA - 16HP1A0214
5. K. JAYA DURGA BHAVANI - 16HP1A0208

Complaint charged on – M.M KARUNAKAR, Assistant Professor in Department of EEE

Allegations on Mr.M M Karunakar

1. N. Pranusha-
 - Using un-parliamentary language(like jaffa, pove, everything is in my hands, go and give complaint to father) spoke about upbringing, raised his hand on her. He is very rigid towards students and speaks in a double meaning manner.
2. D. Likhitha
 - Mentally tortured in the classroom, speaks in a double meaning manner
3. T. Deepthi
 - Verbal Harassment , getting into personals
4. D. Monika-
Verbal Harassment, speaks rudely
5. K. Jaya DurgaBhavani
Verbal Harassment, getting into personal matters


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REPORT OF THE COMMITTEE CONSTITUTED
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ON THE COMPLAINT GIVEN BY IV EEE STUDENTS

Members of the committee:

1. Sr.P.Japamalai (Chairperson, Former Principal , Maris Stella College)
2. Mrs. N. DyvaKrupa (Co-ordinator S&H ALIET)
3. Mrs.Manjula (Faculty Andhra Loyola College)
4. Mr. M. Rama Krishna (ECE, ALIET)
5. Dr. V. ShanmukhaRao (IT ALIET)

Enquiry date: 26.02.2020, 11am

Complaint charged by:

Ms.N. PRANUSHA- 16HP1A0 218 (complaint letter dated on 22.02.2020)

Allegations on Mr. K. Rajesh Babu:

Ms.Pranusha Complained that, many girls in the class are suffering from the weird behaviour of Mr. Rajesh Babu. Verbal abuse and women abuse are the highlights of the complaint.

Ms.N. Pranusha explanation to the committee:


Ms.N. Pranusha explained about the weird behaviour of Mr. Rajesh babu. When enquired about suffering of many girls, she mentioned the names of Gracy of IV EEE and Suma of III EEE (Left the college recently). About her personal experience, she said that he sent her friend request on Face book in the 2nd year. After knowing that it is sir, she accepted and they both used to chat with each other. Then he enquired her whether she has any boyfriend or lover. After some days he asked her to come to room. Knowing his intentions she deleted the chat, she did un-friend him and deactivated the account. During Epistemicon 2018, when she was alone in the lab and about to leave, he went in, caught her hand and asked her to kiss him. Then she told him that a lecturer should not behave like this and left the place. She gave another incident that happened between them during the Marriage reception of Rama Krishna Sir at Cross Roads restaurant as another example of his weird behaviour. She said that he followed her to wash basin, latched the door, caught her and kissed her. Instantly, She slapped him and told him to respect his profession and think of the future of his daughter. Even after warning him, she said that he did not leave her and moreover asked her to come to room. She also remarked that he misbehaved with Gracy (16HP1A0205) of her class also on the same occasion.

When committee questioned her why didn't she file a complaint on him, she said that she was afraid of her dignity and thought to leave it because it's just a year to complete her graduation. However he did not change his behaviour and in the recent times like January 2020 also she faced verbal abuse from him using vulgar language about her physical appearance.

Enquiry date: 26.02.2020, 4.30 pm

Explanation of Mr. Rajesh on the allegations:

Mr. Rajesh babudened the allegations passed on him and claimed that he is innocent. He strongly asserted and claimed that the HOD of EEE influenced the students to charge a


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complaint against him. He said that if the allegations are proved, he is ready to resign from his duties otherwise he told the committee that he will legally proceed on HOD.

Words of witness

Ms. Deborah Gracy: (Dated on 27.02.2020 3.30 PM)

Ms Dorothy Gracy(16HP1A0205) shared her experience with the committee about Mr. Rajesh Babu's mis-behaviour at the Marriage Reception of Rama Krishna sir. She said that Mr. Rajesh complimented that she looked beautiful and asked her a kiss. She felt embarrassed and shocked by this and immediately moved away from that place. When Pranusha enquired Gracy why she was upset, she revealed Mr.Rajesh Babu's behaviour towards her. Then Pranusha said that she also underwent the same situation but did not detail it. Gracy even shared this situation with her mother after going home and thought of complaining to the management but keeping the dignity of both in mind she withdrew the thought.

Witness of Mrs.V.Anantha Lakshmi, Asst. Prof in EEE: 27.02.2020 5PM


She told that she heard from somebody that Mr. Rajesh Babu was warned by the Management in an issue related to a girl student along with Mr. Edward of Placement cell but she said that she did not witness anything in person.

Witness of Dr. Naveen Kumar , HOD of EEE : 27.02.2020 5.30 PM

Dr. Naveen Kumar, the present HOD of the Department said that he heard Mr. Rajesh Babu speaking to girl students beyond the academics. He remarked that along with Mrs.Anantha Lakshmi of the same department he reported the issue to the former HOD Mr. Chiranjeevi Ashok Kumar for which no action is taken by HOD. He came to know from many students that he maintains informal relationships with girl students like face book chatting and talking to them over the phone.

Committees' conclusion:

1. His dealings with girl students is unacceptable
2. He shows interest in flirting with the girls
3. He goes beyond the academics, indulges in personal matters of the girls and takes advantage of them
4. Although he was warned by the management about his misconduct with girls he deliberately denied all the allegations and emphasised that he never misbehaved or crossed his limits with the girl students.
5. He strongly asserted that it is HOD who instigated the students to give complaint against him.
6. He said that he is not guilty and asked the committee to prove it, failing that he would proceed legally against HOD.


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Recommendations:

1. It is not safe to allow him to continue in his profession as he is not genuine.

Members of the committee signatures

- | | | | |
|--------------------------|---|-------------|---------------------------------------|
| 1. Sr. P. Japamalai | - | Chairperson | <i>Sr. P. Japamalai</i>
29/2/2020 |
| 2. Mrs. N. DyvaKrupa | - | Coordinator | <i>N. DyvaKrupa</i>
29/2/2020 |
| 3. Mrs. Manjula | - | Member | <i>Manjula</i>
29/2/20 |
| 4. Mr. M. Rama Krishna- | | Member | <i>M. Rama Krishna-</i>
29/2/2020 |
| 5. Dr. V. Shanmukha Rao- | | Member | <i>V. Shanmukha Rao-</i>
29/2/2020 |

[Signature]
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REPORT OF THE COMMITTEE CONSTITUTED
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ON THE COMPLAINT GIVEN BY IV EEE STUDENTS

Members of the committee:

1. Sr. P Japamalai (Chairperson, Former Principal , Maris Stella College)
2. Mrs. N. Dyva Krupa (Co-ordinator S&H ALIET)
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Complaint charged by:

1. N. PRANUSHA -16HP1A0 218
2. D. LIKHITHA - 16HP1A0212
3. T. DEEPTHI - 16HP1A0204
4. D. MONIKA - 16HP1A0214
5. K. JAYA DURGA BHAVANI - 16HP1A0208

Complaint charged on – M.M KARUNAKAR, Assistant Professor in Department of EEE

Allegations on Mr.M M Karunakar

1. N. Pranusha-
 - Using un-parliamentary language(like jaffa, pove, everything is in my hands, go and give complaint to father) spoke about upbringing, raised his hand on her. He is very rigid towards students and speaks in a double meaning manner.
2. D. Likhitha
 - Mentally tortured in the classroom, speaks in a double meaning manner
3. T. Deepthi
 - Verbal Harassment , getting into personals
4. D. Monika-
 - Verbal Harassment, speaks rudely
5. K. Jaya DurgaBhavani
 - Verbal Harassment, getting into personal matters


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Committees' Hearings From The Students & staff

Enquiry Date: 26.02.2020, 11am

Complaint charged by:

1. N. PRANUSHA- 16HP1A0 218 (complaint letter dated on 22.02.2020)

Complaint charged on – M.M KARUNAKAR, Asst. Prof (Dept. of EEE)

Allegations on M M Karunakar

N.Pranusha-

- Using un-parliamentary language (like jaffa, pove, everything is in my hands, go and give complaint to father) spoke about upbringing, raised his hand on her. He is very rigid towards students and speaks in a double meaning manner.


Ms.Pranusha Stated that Mr. M MKarunakar speaks rudely with her. On 17th February 2020, he told both pranusha and her friend Khasim bee to be away from their group during Project Lab hours and asked them to sit separately. She said that she sat unoccupied for three hours. She further explained that after the lab he called her and told her to be neat repeatedly and pointed out about her brought up. Then she raised her voice against him and shouted at him not to speak about her brought up. When she raised her voice, he lost his temper and came upon her and started using un-parliamentary language as she claimed in the letter. Then She said him that she will slap him with her foot-ware.

Committees findings:

Enquiry date: 26.02.2020 4 PM

Explanation of M M Karunakar Asst. Prof ALIET

M MKarunakar told that Ms.Parnusha (16HP1A0218) disturbed the class by roaming around without the permission of the faculty, when instructed to be neat she became arrogant and raised her voice against him and said that she will slap him with her foot-ware. He confessed that he lost his temper and slipped his tongue said as she claimed Like (Jaffa and Pove). He said that he did not remember what he spoke in other situations. He denied the statement of Ms.Pranusha claiming that he spoke about her upbringing


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Complaint charged by:

2. D. LIKHITHA – 16HP1A0212 (Dated on 24.02.2020)

Complaint charged on – M.M KARUNAKAR, Asst. Prof (Dept. of EEE)

Ms D. Likhitha on MM Karunakar - Asst.Prof Dept. of EEE

➤ Mentally tortured in the classroom, speaks in a double meaning manner

Ms.Likhitha used the word mental torture. When committee enquired for it she said that Mr. M MKarunakar goes on making big fuss of tiny issues in the class. Even if student confesses that it's her mistake, he doesn't leave. About the double meaning manner of talking she gave an example that he commented on her walking style in the corridor some time back in the third year.

Committees findings:

M MKarunakar explained that he doesn't face any odd situation with Ms Likhitha (16HP1A0212) recently. When she talks during class hours he usually asks her not to talk. He strongly denied her statement about commenting on her walking style.

Complaint charged by:

3. T. DEEPTHI - 16HP1A0204 (Dated on 25.02.2020)

Complaint charged on – M.M KARUNAKAR, Asst. Prof (Dept. of EEE)


T. DeepthiNagasri

➤ Verbal Harassment , getting into personals .

Ms.Deepthi complained that MM Karunakar got into her personal matters. When she did not complete her notes he scolded her saying ' why did you people come after marriage to take our lives , you can sit at home instead'. After few days when she went to submit the assignment, he asked her to check her mid marks. She did not respond to his words and walked away. Then he questioned 'Do you go away like this when your husband calls you?'

Committees' findings:

When interviewed Mr.Karunakar on Deepthi's (16HP1A0204) complaint, he confessed that he said as she complained but asserted that it's out of concern towards her studies.


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Complaint charged by:

4. D. MONIKA - 16HP1A0214 (Dated on 24.02.2020)

Complaint charged on - M.M KARUNAKAR, Asst. Prof (Dept. of EEE)

D. Monika-

Verbal Harassment, speaks rudely

Ms. D. Monika complained on Verbal harassment and rudely speaking manner of MM Karunakar. She said that he points her out all the time even though others are talking in the class. When she asked "sir why are you scolding me alone?" then he sarcastically said 'Are you more beautiful than others in the class that I scold you alone?'

Committees' findings:

M MKarunakar told that he corrected D. Monika (16HP1A0214) when she was talking continuously in the class. She is very disturbing girl and he stated that approximately 100 times he might have asked her not to speak. He denied Monika's statement "Do you think you are more beautiful than others to scold you alone?"

Complaint charged by:

5. K. JAYA DURGA BHAVANI- 16HP1A0208 (dated 24.02.2020)

Complaint charged on - M.M KARUNAKAR, Asst. Prof (Dept. of EEE)

K. Jaya DurgaBhavani : Verbal Harassment, getting into personal matters

K. Jaya DurgaBhavani Complained that he targeted her and he always points her out about her talking in the class though all the others are also doing the same. Once when he asked her to leave the class she left the class without requesting him to excuse her because when she requested in the previous situation he did not accept. Then he threw a piece of chalk at her. In Another incident when she went to submit assignment to him, he asked her to be disciplined and sarcastically said "Do your parents have more money or what?"

Committees' findings:

Mr. M Karunakar said that Jaya DurgaBhavani(16HP1A0208) disturbs the class. He sent her out but did not remember throwing the piece of chalk at her. He said that If it would have been happened, he might have thrown it down but not intentionally aiming at her. He admitted Jaya DurgaBhavani's statement .


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1. The students in the scene of action :

(16HP1A0246, 16HP1A0241, 16HP1A0247, 16HP1A0226, 16HP1A0201,
16HP1A0215, 16HP1A0223 & 15HP1A0203)

According to the students present in the scene, the student Pranusha irritated sir and did not listen to him, she continued to talk to the girl beside her even after changing her position. Sir warned her not to do so. According to the observation of some of the girls who were sitting beside her she used phone in the laboratory taking snaps. When sir called her after the lab and told her 'Paddathigavundu' then the girl spoke very arrogantly without respect calling him 'Pora' and then he raised his voice against her and he lost his temper. They said that he only used the words like 'Jaffa and Pove' but did not say anything she mentioned in her complaint. However, the voice of the class is that she is very problematic student in the class and disturbs the class by talking continuously and regularly using the mobile phone during the class hours.

2. Mrs. V. Anantha Lakshmi:


Mrs. Anantha Lakshmi said that Dr. Naveen Kumar brought Ms. Pranusha and her friends to her and informed her about the issue that has happened in the lab on 17th Feb 2020 itself. She said that she does not accept the behaviour of M. M. Karunakar. Moreover, she suggested that she should not raise her voice against a lecturer. She asked her to wait until the NAAC gets over.

3. HOD:

Dr. Naveen Kumar, the Present HoD remarked that M. M. Karunakar has a wide mouth and he speaks very rudely with the students. Even boys also complained to him about his rude behaviour some time back but he ignored it.

Committees' conclusion:

1. Mr. M. M. Karunakar is good at teaching and more concerned about their academics.
2. He wants the students to complete their work on time.
3. He gets disturbed if students are not attentive in the class and tries to correct them.
4. He believes that controlling of the class can be done only through shouting.
5. He is short-tempered and can be easily instigated. Moreover he said that he doesn't remember the words used by him while he was angry.
6. His usage of harsh words is humiliating to some students.
7. It is observed that Ms. Pranusha is a headstrong girl, doesn't listen to faculty members, gives no respect and addresses them singularly.
8. She doesn't like corrections and does what she wants in the class (like using mobile even after receiving repeated warnings about the use of mobile in the class room and lab).


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9. If a faculty member tries to be strict with her, she does not accept it and tries to hurt his/her ego by speaking aggressively.
10. She doesn't show obedience rather adds fuel to the fire by crossing her limits.

Recommendations:

1. Mr. M.M Karunakar is a good teacher and concerned about the welfare of the students. When he is disturbed by students' behaviour he loses his temper and uses words which are not befitting to his profession. Moreover, raising hands and pointing finger at the students and losing control of him is unacceptable. If he is allowed to continue, in future it can create lot of problem for the students and affect the reputation of the institution.
2. Ms. Pranusha should be warned about misconduct in the class like using mobile phone and indiscipline behaviour in the class.

Members of the committee signatures

- | | | | |
|--------------------------|---|-------------|------------------------------|
| 1. Sr.P Japamalai | - | Chairperson | S. P. Japamalai
29/2/2020 |
| 2. Mrs. N. DyvaKrupa | - | Coordinator | Dyva Krupa
25/2/2020 |
| 3. Mrs. Manjula | - | Member | Manjula
29/2/20 |
| 4. Mr. M. Rama Krishna- | | Member | Rama Krishna
29/2/2020 |
| 5. Dr. V. Shanmukha Rao- | | Member | Shanmukha Rao
29/2/2020 |

for
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ACTION TAKEN REPORT

Grievance Redressal Committee received following grievances in the academic year 2018-19

S.NO	Grievance	Action Taken	Duration
1	On need of Drinking water facility in 4 th floor	To reduce the physical strain of the students who fetch water from ground floor, two drinking points are provided in north and south blocks of 4 th floor.	3 days
2	On the need of high illuminated lights in the labs	Replaced normal tube lights with high illuminated LED lights	2 days*
3	On the need of railing for the safety of students	To provide safety to the students in the corridors, railings were constructed	1 Week




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ACTION TAKEN REPORT

Grievance Redressal Committee received following grievances in the academic year 2017-18

S.NO	Grievance	Action Taken	Duration
1	On the need of a qualified nurse	A qualified ANM is appointed to render services to the physically ill students	10 days


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