

GUIDELINES

- THE GRIEVANCE CAN BE SUBMITTED ONLY THROUGH <https://forms.gle/BFNKgbF277m6d5SN9> (THE DETAILS WILL BE CIRCULATED TO ALL THE MEMBERS OF THE COMMITTEE, ONE COPY WILL BE SENT TO THE GRIEVANT AUTOMATICALLY)
- ONE CAN ALSO SUBMIT COMPLAINT VIA EMAIL TO dms.grievance@iiserkol.ac.in (THE DETAILS WILL BE AVAILABLE TO THE CONVENER OF THE COMMITTEE AUTOMATICALLY)
- AFTER RECEIVING THE GRIEVANCE, THE CELL HAS TO CONVENE A MEETING DISCUSSING THE ISSUE WITHIN A WEEK.
- THE CELL SHALL LISTEN TO THE CONCERNS OF ALL THE PARTIES INVOLVED, SEPARATELY.
- THE CONVENER, IN DISCUSSION WITH THE GRIEVANT, CAN DECIDE UPON A SUB-COMMITTEE.
- IF NEEDED, ALL THE CONCERNED PARTIES CAN SIT TOGETHER IN FRONT OF THE COMMITTEE MEMBERS AND DECIDE UPON AN AMICABLE SOLUTION.
- THE CONCERNED PARTIES HAVE TO BE PRESENT IN PERSON IN FRONT OF THE COMMITTEE/SUB-COMMITTEE UPON REQUEST.
- THE CELL SHALL BE COMMITTED TO MAINTAIN THE CONFIDENTIALITY OF INFORMATION THROUGHOUT THE PROCESS.
- IN CASE, THE CELL IS NOT ABLE TO SOLVE THE PROBLEM, IT WILL BE DIRECTED TO THE APPROPRIATE INSTITUTE COMMITTEE.
- IF THE COMPLAINT IS AGAINST THE CONVENER OR HOD, THEN THE COMPLAINT CAN BE SENT TO THE APPROPRIATE INSTITUTE COMMITTEE.
- IN CASE OF PROBLEM OF PHD STUDENTS WITH HER/HIS SUPERVISOR, PLAUSIBLE SUGGESTIONS ARE AS FOLLOWS:
 1. THE PHD STUDENT SHOULD KEEP RPC MEMBERS IN CONFIDENCE REGARDING THE ISSUES OF PHD SUPERVISION.
 2. GRIEVANCE COMMITTEE MAY ASK RPC MEMBERS ABOUT THEIR VIEWS.
 3. TWO TO THREE INSTITUTE FUNDED PHD FELLOWSHIPS WOULD ALWAYS BE KEPT AVAILABLE TO SUPPORT THE STUDENT FINANCIALLY IF CHANGE OF GUIDE IS RECOMMENDED BY THE GRIEVANCE COMMITTEE WITHIN THE FIRST TWO YEARS OF PHD TENURE.
 4. GRIEVANCE COMMITTEE WOULD REQUEST TO KEEP AT LEAST ONE EXTERNAL MEMBER IN THE RPC SO THAT THE EXTERNAL MEMBER MAY PLAY THE ROLE OF MEDIATOR BETWEEN THE STUDENT AND SUPERVISOR AND IN THE WORST SITUATION MAY BE A POTENTIAL CO-SUPERVISOR.
- DEPENDING ON THE NATURE OF THE COMPLAINT, APPROPRIATE MEASURES CAN BE SUGGESTED.