**VELS INSTITUTE OF SCIENCE, TECHNOLOGY & ADVANCED STUDIES (VISTAS)**

**UNIVERSITY ETHICAL COMMITTEE (NON-RESEARCH)**

**MINUTES OF THE EIGHTH MEETING**

**Meeting No.:** UEC/08/2024-25
**Academic Year:** 2024–2025

**Date**

17 February 2025

**Time**

11.00 A.M.

**Venue**

MGR Block

**Chairperson**

Chairperson, University Ethical Committee (Non-Research)

**Member Secretary**

Member Secretary, University Ethical Committee (Non-Research)

**Members Present**

The Chairperson welcomed all members to the Eighth Meeting of the University Ethical Committee (Non-Research). The quorum being present, the meeting commenced. The Member Secretary presented the Action Taken Report (ATR) of the previous meeting and informed the Committee that awareness programmes on academic integrity, anti-plagiarism, examination ethics, and professional conduct had been successfully conducted across various Schools and Departments.

**Agenda**

1. Confirmation of the Minutes of the Seventh Meeting.
2. Review of the Action Taken Report (ATR).
3. Review of institutional initiatives promoting Gender Equality and Equal Opportunity.
4. Discussion on Human Values, Ethics, and Responsible Citizenship.
5. Review of Prevention of Sexual Harassment (POSH) initiatives and awareness programmes.

6. Evaluation of Anti-Ragging, Anti-Discrimination, and Student Protection mechanisms.
7. Review of Student Wellbeing, Counselling Services, and Mental Health Support.
8. Strategies for strengthening inclusiveness, diversity, accessibility, and ethical institutional culture.
9. Alignment with **NAAC**, **NIRF**, **IQAC**, Sustainable Development Goals (SDGs), and **QS World University Rankings**.
10. Any other matter with the permission of the Chair.

**Proceedings of the Meeting**

The Chairperson emphasized that a safe, inclusive, and equitable campus environment is essential for academic excellence and holistic student development. The Committee reiterated that gender equality, equal opportunity, human values, and student wellbeing are integral components of ethical governance and institutional quality.

The Committee reviewed the University's policies and practices relating to Gender Equality and Equal Opportunity. Members appreciated the initiatives undertaken to ensure equal access to education, employment opportunities, leadership roles, scholarships, and student support services irrespective of gender, social background, religion, or physical ability. It was recommended that awareness programmes on diversity, inclusion, and constitutional values be organized regularly.

The functioning of the Internal Committee under the Prevention of Sexual Harassment (POSH) framework was reviewed. The Committee discussed awareness programmes conducted for students, faculty, and staff on gender sensitization, workplace dignity, respectful behaviour, complaint mechanisms, confidentiality, and legal provisions. Members emphasized maintaining a zero-tolerance policy towards sexual harassment and ensuring timely resolution of complaints.

The Committee reviewed Anti-Ragging initiatives implemented across the campus. Reports indicated that orientation programmes, student undertakings, awareness campaigns, surveillance mechanisms, and mentoring systems had contributed to maintaining a ragging-free campus. Members recommended continued monitoring and regular interaction with first-year students to ensure a safe learning environment.

Student counselling services and mental health support initiatives were discussed in detail. The Committee appreciated the efforts of counsellors, faculty mentors, and student welfare officers in providing psychological support, stress management sessions, emotional wellness programmes, and career guidance. Members recommended expanding mental health awareness campaigns and introducing periodic wellness programmes for students and employees.

The Committee also deliberated on promoting Human Values, Ethics, Constitutional Values, Environmental Responsibility, Social Responsibility, and Responsible Citizenship through seminars, value-added courses, community engagement activities, NSS programmes, and outreach initiatives. Members agreed that such activities contribute significantly to personality development and ethical leadership.

The Chairperson highlighted the importance of maintaining comprehensive documentation of Gender Equality programmes, POSH awareness activities, Anti-Ragging measures, Equal Opportunity initiatives, counselling services, student welfare activities, and outreach programmes as evidence for institutional quality assessment under **NAAC**, **NIRF**, **IQAC**, Sustainable Development Goals (SDGs), and **QS World University Rankings**.

**Resolutions Passed**

The Committee unanimously resolved to:

1. Strengthen Gender Equality and Equal Opportunity initiatives across the University.
2. Conduct regular awareness programmes on Prevention of Sexual Harassment (POSH), Gender Sensitization, and Workplace Ethics.
3. Continue strict implementation of Anti-Ragging and Anti-Discrimination policies.
4. Enhance counselling services, mental health support, wellness programmes, and student welfare initiatives.
5. Promote Human Values, Constitutional Values, Responsible Citizenship, and Ethical Leadership among students and staff.
6. Improve accessibility and inclusiveness for differently abled students and employees.
7. Maintain systematic documentation of all student welfare, counselling, equality, and ethics-related activities.
8. Align institutional initiatives with **NAAC**, **NIRF**, **IQAC**, Sustainable Development Goals (SDGs), and **QS World University Rankings**.

**Action Points**

| **Sl. No.** | **Action Item** | **Responsibility** | **Timeline** |
|---|---|---|---|
| 1 | Organize Gender Equality and POSH awareness programmes | Internal Committee (POSH) | Every Semester |
| 2 | Conduct Anti-Ragging awareness and monitoring activities | Anti-Ragging Committee | Continuous |

| Sl. No. | Action Item | Responsibility | Timeline |
|---|---|---|---|
| 3 | Strengthen counselling and mental health support services | Student Counselling Centre | Monthly |
| 4 | Conduct Human Values and Ethical Leadership programmes | IQAC & Student Affairs | Every Semester |
| 5 | Improve accessibility and Equal Opportunity facilities | Equal Opportunity Cell | Continuous |
| 6 | Submit reports on student welfare and equality initiatives | Member Secretary | Quarterly |

**Expected Outcomes**

The Committee expects the following outcomes:

- A safe, inclusive, and discrimination-free campus environment.
- Improved awareness of Gender Equality, Human Values, and Ethical Practices among all stakeholders.
- Strengthened implementation of POSH, Anti-Ragging, and Equal Opportunity policies.
- Enhanced student wellbeing through effective counselling, mentoring, and mental health support.
- Increased participation in value-based education, community engagement, and ethical leadership activities.
- Strengthened institutional culture promoting diversity, inclusiveness, and social responsibility.
- Improved institutional performance under **NAAC**, **NIRF**, **IQAC**, Sustainable Development Goals (SDGs), and **QS World University Rankings**.

**Conclusion**

The Chairperson appreciated the active involvement of all members and emphasized that ethical governance extends beyond academic activities to include respect for diversity, equality, dignity, and student wellbeing. The Committee resolved to continue strengthening institutional policies and support systems to ensure a safe, inclusive, and value-driven campus environment.

The meeting concluded with a vote of thanks proposed by the Member Secretary.

**Prepared by**

**Member Secretary**

**Reviewed and Approved by**

**Chairperson**

**Date:** 17 February 2025