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

UNIVERSITY ETHICAL COMMITTEE (NON-RESEARCH)

MINUTES OF THE EIGHTH MEETING

Meeting No.: UEC/08/2025-26
Academic Year: 2025–2026

Date

18 February 2026

Time

11.00 A.M.

Venue

Ratan Tata Block

Chairperson

Member Secretary

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 Ethics, Professional Conduct, Examination Ethics, Anti-Plagiarism Measures, and Responsible Use of Artificial Intelligence had been successfully conducted across the University.

Agenda

1. Confirmation of the Minutes of the Seventh Meeting.
2. Review of the Action Taken Report (ATR).
3. Review of Gender Equality and Equal Opportunity initiatives.
4. Discussion on Human Values, Ethical Practices, and Institutional Culture.
5. Evaluation of Student Wellbeing, Counselling Services, and Mental Health Support.
6. Review of the implementation of Prevention of Sexual Harassment (POSH) policies and awareness programmes.
7. Strengthening inclusivity, diversity, accessibility, and anti-discrimination practices.
8. Promotion of gender-sensitive campus policies and ethical behaviour.

9. Alignment with **NAAC**, **NIRF**, **IQAC**, National Education Policy (NEP 2020), 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 promoting gender equality, inclusiveness, and respect for human dignity is an essential component of ethical governance in higher education. Members agreed that creating a safe, inclusive, and discrimination-free campus environment contributes to academic excellence, student wellbeing, institutional credibility, and social responsibility.

The Committee reviewed the University's initiatives to promote **Gender Equality** and **Equal Opportunity**. Reports indicated that equal access to academic programmes, scholarships, leadership opportunities, sports, and extracurricular participation had been ensured for all students irrespective of gender, social background, or physical ability. Members appreciated the University's commitment to diversity, equity, and inclusion.

The Committee discussed programmes conducted to promote **Human Values**, professional ethics, respect, empathy, integrity, compassion, social responsibility, and ethical citizenship. Members recommended integrating value-based education into academic programmes, student induction activities, mentoring sessions, extension programmes, and co-curricular activities to strengthen character development and responsible citizenship.

The Committee reviewed the functioning of **Student Wellbeing** initiatives, including mentoring, academic counselling, psychological counselling, stress management workshops, wellness programmes, health awareness campaigns, career guidance, financial assistance, and peer support mechanisms. Members observed that counselling services had contributed significantly to improving student confidence, emotional wellbeing, academic performance, and overall campus satisfaction.

The Committee reviewed the implementation of the **Prevention of Sexual Harassment (POSH)** policy and the activities of the Internal Committee (IC). Members examined reports on awareness programmes, orientation sessions, complaint handling procedures, confidentiality measures, grievance resolution, and preventive initiatives. It was resolved that regular awareness programmes should continue to ensure that all students, faculty, and staff understand their rights, responsibilities, and the institutional mechanisms available for addressing complaints.

The Committee also reviewed institutional policies relating to **Equal Opportunity**, accessibility for persons with disabilities, anti-discrimination measures, anti-ragging, anti-bullying, and inclusive learning environments. Members emphasized that all stakeholders should be treated with dignity, fairness, and respect while ensuring equal participation in academic and campus activities.

The Chairperson stressed the importance of promoting gender-sensitive leadership, ethical behaviour, cultural diversity, inclusivity, and mutual respect throughout the University. Members recommended organizing periodic awareness campaigns, expert lectures, workshops, legal literacy programmes, and value education sessions to reinforce these institutional values.

The Committee discussed how gender equality, student wellbeing, inclusiveness, and ethical governance contribute to institutional excellence under **NAAC**, **NIRF**, **IQAC**, National Education Policy (NEP 2020), Sustainable Development Goals (SDGs), and **QS World University Rankings**. Members advised all Schools and Departments to maintain systematic documentation of awareness programmes, counselling records, Equal Opportunity initiatives, POSH activities, and student wellbeing programmes for accreditation, audits, and quality assurance.

Resolutions Passed

The Committee unanimously resolved to:

1. Strengthen Gender Equality and Equal Opportunity initiatives across all Schools and Departments.
2. Promote Human Values, ethical behaviour, respect, inclusiveness, and social responsibility through academic and co-curricular activities.
3. Enhance Student Wellbeing through counselling services, mentoring, mental health support, and wellness programmes.
4. Continue regular awareness programmes on Prevention of Sexual Harassment (POSH), gender sensitivity, and legal rights.
5. Strengthen institutional policies on anti-discrimination, anti-ragging, accessibility, and inclusive education.
6. Organize periodic programmes promoting diversity, equality, and ethical leadership.
7. Maintain comprehensive documentation of counselling activities, POSH programmes, Equal Opportunity initiatives, and student wellbeing measures.
8. Align all gender equality and wellbeing initiatives with **NAAC**, **NIRF**, **IQAC**, National Education Policy (NEP 2020), Sustainable Development Goals (SDGs), and **QS World University Rankings**.

Action Points

Sl. No.	Action Item	Responsibility	Timeline
1	Conduct Gender Sensitization and POSH awareness programmes	Internal Committee (IC) & IQAC	Every Semester
2	Organize Human Values and Ethics workshops	Student Affairs & IQAC	Quarterly
3	Strengthen counselling, mentoring, and mental health support services	Counselling Centre	Continuous
4	Monitor Equal Opportunity and accessibility initiatives	Equal Opportunity Cell	Every Semester
5	Conduct student wellbeing surveys and prepare Action Taken Reports	Student Affairs	Every Semester
6	Submit annual reports on Gender Equality, POSH, and Student Wellbeing initiatives	Member Secretary	Annual

Expected Outcomes

The Committee expects the following outcomes:

- Enhanced gender equality, inclusiveness, and equal opportunity across the University.
- Increased awareness of ethical behaviour, human values, and professional responsibility.
- Improved student wellbeing, mental health, and counselling support.
- Strengthened implementation of POSH policies and anti-discrimination measures.
- Greater participation of students and staff in awareness programmes promoting diversity and inclusion.
- Comprehensive documentation supporting accreditation, audits, statutory compliance, and quality assurance.
- Improved institutional performance under **NAAC**, **NIRF**, **IQAC**, National Education Policy (NEP 2020), Sustainable Development Goals (SDGs), and **QS World University Rankings**.

Conclusion

The Chairperson appreciated the active participation and valuable suggestions offered by all members. The Committee reaffirmed its commitment to creating a safe, inclusive, equitable, and student-centric campus environment founded on ethical values, mutual respect, and social responsibility. Members unanimously agreed to continue strengthening institutional initiatives that promote gender equality, human values, student wellbeing, and inclusive excellence.

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

Prepared by

Member Secretary

Reviewed and Approved by

Chairperson

Date: 18 February 2026