



PONDICHERRY UNIVERSITY

KARAIKAL CAMPUS

Roc. No. PU/KKL/ICC/2023-24/002

Date: 26.04.2023

**OFFICE ORDERS**

**Sub:** Appointment of Internal Complaints Committee (ICC) -  
Orders issued- Reg.

\*\*\*\*\*

The following faculty members have been appointed as the Members of Internal Complaints Committee (ICC), Karaikal Campus

1. Dr.P.Nirmala,  
Assistant Professor, Dept. of Comp. Science ----- Presiding Officer
2. Dr. D.H.Malini  
Associate Professor, Dept. of Management ----- Internal Member - 1
3. Dr. N.Manimozhy  
Assistant Professor, Dept. of Commerce ----- Internal Member - 2
4. Mrs.K.Mageswari  
Secretary,  
Karaikal Rehabilitation Centre - An NGO,  
Nehru Nagar, Karaikal ----- External Member

For registering a complaint students, faculty and staff may contact:

**Dr.P.Nirmala**

**Mobile No. 98942 32391**

**email id : nirmalap.kcs@pondiuni.ac.in**

*Sbvt*  
26/4/2023

**Dr. S. BHUVANESWARI**  
**Professor & Centre Head**  
**Pondicherry University**  
**Karaikal Campus**  
**Karaikal - 609 605.**

Copy to:

1. The AR, VC's Secretariat, Pondicherry University (for kind information of the Hon'ble VC).
2. The PS to the Director (SEI&RR), Pondicherry University.
3. The Assistant Registrar (Estt.), Pondicherry University.
4. The Dean, School of Engineering and Technology.
5. Dr.P.Nirmala, Assistant Professor of Computer Science
6. Dr. D.H.Malini, Associate Professor of Management
7. Dr. N.Manimozhy, Assistant Professor of Commerce
8. Mrs.K.Mageswari, Secretary, Karaikal Rehabilitation Centre - An NGO
9. The System Manager, CC, Pondicherry University - with a request to host on the University Website.

முனைவர் பா. சித்ரா

பதிவாளர் (பொ.)

டீ. பி. சித்ரா

கூலசசிவ (பு.)

Dr. B. CHITHRA

REGISTRAR (i/c)

அர். வீகடராமன் நகர்/

R.VENKATARAMAN NAGAR

காலாபேட்/KALAPET

புதுச்சேரி/PUDUCHERRY-605014

பாரத/INDIA

ச/No. PU/Estt/NT15/2021-2022/01

தினாங்க/Date : 09.08.2021

18.08.2021

Dear Sir/Madam,

Sub : PU- Re-Constitution of Sexual Harassment Prevention  
Committee – Reg.

---X---

The Vice Chancellor is pleased to reconstitute the Sexual Harassment Prevention Committee with the following composition to look into the grievances and related matters in respect of sexual harassment of women (students, staff and their families) :-

Sl. No	Name & Designation of the Member	SHPC Committee	Contacts
1.	Dr.Malabika Deo Professor Department of Commerce School of Management Pondicherry University Puducherry	Chairperson	0413-2654367 Mobile No: 9442140745 Email ID: malabika.com@pondiuni.edu.in
2.	Ms.Sithara Gerdes No:480/11, Mathur Road Opp.Tsunami Quarters Kalapet, Puducherry	External Member	Mobile No: 9840833106/8300985450 Email : gerdessithara@gmail.com
3.	Dr.S.Victor Anand Kumar Professor Dept. of Management Studies School of Management Pondicherry University Puducherry	Member	+91-0413-2654310 Mobile No: 9488085167 Email ID: victor.dms@pondiuni.edu.in
4.	Shri.Loveroop Singh Assistant Registrar P & D and Project Cell Pondicherry University Puducherry	Member	Mobile No: 9855676783 Email Id : loveroopsingh786@gmail.com
5.	Smt.B. Kanchana Section Officer (i/c) (R.S.) Examination Wing Pondicherry University Puducherry.	Member	Mobile No: 9442396140 Email Id : kesavkanch@gmail.com



6.	Ms.S.Lakshmi Ph.D Scholar Dept. of Biochemistry & Molecular Biology School of Life Sciences Pondicherry University Puducherry	Member	Mobile No: 8148793840 Email id : lakshmisankarnarayan@gmail.com
7.	Shri.M.P.T. Sagayaraja Deputy Registrar (Admn.) Pondicherry University Puducherry	(Ex-Officio) Member Secretary	0413-2654935 Mobile No: 9443240503 dradm@pondiuni.edu.in

Any complaint\* involving sexual harassment and violence against women employees and students may please be intimated to Dr.Malabika Deo, Professor, Department of Commerce, Pondicherry University and Chairperson of Sexual Harassment Prevention Committee for necessary action.

The Member Secretary may initiate action to convene the meetings. The Committee may meet at least once in three months. A quarterly report on the actions taken by the Committee may be sent to the Vice Chancellor.

The term of the committee will be for a period of two years from the date of issue of this letter.

Yours faithfully,

*P. Chidambaram*

REGISTRAR (i/c).

To

All the Members of the Committee.

Copy to

1. All Directors/Deans/HODs/  
Co-Ordinators/Officers ... for Circulation among Students/Faculty  
Members / Staff
2. The Assistant Registrar --- for kind information of VC.  
VC's Secretariat, Pondicherry University
3. The Private Secretary , Registrar's Secretariat , Pondicherry University
- ✓ 4. The Systems Manager, Computer Centre --- for hosting in the Website
5. Notice Board
6. File Copy

பேராசிரியர். அமரேஷ் சமந்தராய்  
பதிவாளர் (பெ.ப.)  
प्रो.अमरेश सामंतराय  
कुलसचिव(प्र.)  
PROF. AMARESH SAMANTARAYA  
REGISTRAR (i/c)

आर.वेंकटरामन नगर/ R.VENKATARAMAN NAGAR  
कलपेट/KALAPET  
पुदुच्चेरी/PUDUCHERRY-605014  
भारत/ INDIA

स/No.PU/ESTT/NT15/2022-23/ 19

दिनांक/Date: 25.07.2022

Dear Sir/Madam,

Sub : PU- Re-Constitution of Sexual Harassment Prevention  
Committee – Reg.

Ref : Our letter No: PU/Estt./NT15/2021-22/01 dated 18.08.2021.

---X---

In partial modification of the letter cited under reference, the University Authorities are pleased to reconstitute the Sexual Harassment Prevention Committee with the following composition to look into the grievances and related matters in respect of sexual harassment of women (students, staff and their families) :-

Sl.No	Name & Designation of the Member	SHPC Committee	Contacts
1.	Dr.Malabika Deo Dean & Professor Department of Commerce School of Management Pondicherry University Puducherry	Chairperson	0413-2654367 Mobile No: 9442140745 Email ID: malabika.com@pondiuni.edu.in
2.	Ms.Sithara Gerdes No:480/11, Mathur Road Opp.Tsunami Quarters Kalapet, Puducherry	External Member	Mobile No: 9840833106/8300985450 Email :gerdessithara@gmail.com
3.	Dr.S.Victor Anand Kumar Professor Dept. of Management Studies School of Management Pondicherry University Puducherry :	Member	+91-0413-2654310 Mobile No: 9488085167 Email ID: victor.dms@pondiuni.edu.in
4.	Shri. Birinder Singh , Assistant Registrar (Academic) , Pondicherry University Puducherry.	Member	Ph : +91-413-2654208 Mobile No: 7710407884 Email : arl.aca@pondiuni.ac.in

5.	Smt.B. Kanchana Section Officer Examination Wing Pondicherry University Puducherry.	Member	Mobile No: 9442396140 Email Id : kesavkanch@gmail.com
6.	Ms.S.Lakshmi Ph.D Scholar Dept. of Biochemistry & Molecular Biology School of Life Sciences Pondicherry University Puducherry	Member	Mobile No: 8148793840 Email id : lakshmisankarnarayan@gmail.com
7.	Shri.M.P.T. Sagayaraja Deputy Registrar (Admn.) Pondicherry University Puducherry	(Ex-Officio) Member Secretary	0413-2654935 Mobile No: 9443240503 dradm@pondiuni.edu.in

The SHPC shall deal with any complaint involving sexual harassment and violence against women employees and students. The complaint if any shall be addressed to Dr.Malabika Deo, Dean & Professor, School of Management, Pondicherry University and Chairperson of Sexual Harassment Prevention Committee.

Yours faithfully,

  
REGISTRAR (i/c).

To

All the Members of the Committee.

Copy to

1. All Directors/Deans/HODs/  
Co-Ordinators/Officers  
Members / Staff ... for Circulation among Students/Faculty
2. The Assistant Registrar  
VC's Secretariat, Pondicherry University --- for kind information of VC.
3. The Private Secretary , Registrar's Secretariat , Pondicherry University
- ✓ 4. The Systems Manager, Computer Centre --- for hosting in the Website
5. Notice Board
6. File Copy

Tel:0413-2654202 (O)

Fax :0413-2655734

Email : registrar@pondiuni.edu.in



புதுவைப் பல்கலைக்கழகம் (மத்திய பல்கலைக்கழகம்)  
 भारत रत्ना डॉ. बी.आर. अम्बेडकर நிர்வாக கட்டிடம்,  
 ஆர்.வி.நகர், காலாபட்டு, புதுச்சேரி - 605014

पांडिच्चेरी विश्वविद्यालय (केंद्रीय विश्वविद्यालय)  
 भारत रत्न डॉ. बी.आर. अम्बेडकर प्रशासनिक भवन,  
 आर.वी.नगर, कालापेट, पुदुच्चेरी - 605014

**Pondicherry University (A Central University)**  
 Bharat Ratna Dr. B.R. Ambedkar Administrative Building,  
 R.V. Nagar, Kalapet, Puducherry - 605014

துணை பதிவாளர் (கல்வி)  
 उप कुलसचिव (शैक्षणिक)  
 Deputy Registrar (Academic)

☎ +91 - 413 - 2654538  
 ✉ dracademic@pondiuni.ac.in  
 🌐 www.pondiuni.edu.in

Ref No. PU/AS/ACA-7/SGRC/2023/ 789

DATED: 27.11.2023

Dear Sir/Madam,

**Sub:** Constitution of Students Grievances Redressal Committee -reg  
**Ref:** UGC Notification dated 11.04.2023

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With reference to the above, I am to inform that, the University Authority is pleased to constitute the **Students Grievance Redressal Committee (SGRC)** with the following composition to look into the grievances of the students and related matters.

1.	Dr. Malabika Deo Professor, Dept. of Commerce, School of Management Pondicherry University, Puducherry	Chairperson
2.	Dr. Yedla Venkata Rao Professor, Dept. of Tourism Studies, Pondicherry University, Puducherry	Member
3.	Dr. T. Chithralekha Professor, Department of Computer Science, Pondicherry University, Puducherry	Member
4.	Dr. Rajeswari Seshadri Professor, Dept. of Mathematics, Pondicherry University, Puducherry	Member
5.	Dr. R. Rukkumani Professor, Department of Biochemistry and Molecular Biology, Pondicherry University, Puducherry	Member
6.	Ms. Pallavi. R II year - M.Com (Business Finance) Department of Commerce Pondicherry University, Puducherry	Student Representative

With Regards,

(P.AJAI BABU)

DEPUTY REGISTRAR(ACADEMIC)

TO  
 The Chairperson & Members of the Committee





புதுவைப் பல்கலைக்கழகம்/PONDICHERY UNIVERSITY/पांडिच्चेरी विश्वविद्यालय

(மத்திய பல்கலைக்கழகம்) / (A Central University) / (केंद्रीय विश्वविद्यालय)

புதுச்சேரி/PUDUCHERRY/पुदुच्चेरी

**Prof. RAJNEESH BHUTANI**  
Registrar (i/c)

பாரத ரத்னா டாக்டர் பி.ஆர். அம்பேத்கர் நிர்வாக கட்டிடம்/ भारत रत्न  
डॉ. बी.आर.अम्बेडकर प्रशासनिक भवन/Bharat Ratna Dr. B.R.Ambedkar Administrative Building,  
ஆர்.வி.நகர்/आर.वी. नगर/R.V. NAGAR,  
காலாப்பட்டு/कालापेट/KALAPET,  
புதுச்சேரி/पुदुच्चेरी/PUDUCHERRY - 605 014.

கு.எண்/செய்தி எண்/Ref.No.PU/ESTT/NT-9/NTSGRC/V-I/2023-24/ 85

தேதி/दिनांक/Date: 06-02-2024

To  
The Chairman & Members of the Committee

Sir/Madam,

**Sub:** PU – ESTT (NT) – Re-constitution of Non-Teaching Staff Grievances Redressal Committee – Reg.

**Ref:** i. Letter No.PU/ESTT/NT-9/NTSGRC/V-I/2023-24/46 dated 12.09.2023  
ii. Letter No.PU/ESTT/NT-9/NTSGRC/V-I/2023-24/70 dated 15.12.2023

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In continuation of the letter cited under reference (ii), the Vice-Chancellor (i/c) is pleased to re-constitute the Non-Teaching Staff Grievances Redressal Committee as under by including an external member on it:

- |  |                      |
|--|----------------------|
| 1. <b>Prof. D. Lazar</b><br>Finance Officer (i/c) and<br>Professor, Department of Commerce<br>Pondicherry University   | ... Chairman         |
| 2. <b>Dr. Dhulasi Birundha Varadarajan</b><br>Emeritus Professor, Madurai Kamaraj University<br>No.229-B, Karikulam Street<br>Dhulasi Illam, Manaparai – 621 306<br>Mobile : 94430 50517 | ... External Member  |
| 3. <b>Prof. R. Sevukan</b><br>Dean<br>School of Media and Mass Communication<br>Pondicherry University   | ... Member           |
| 4. <b>Prof. J. Krishnan</b><br>Head<br>Department of Sanskrit<br>Pondicherry University  | ... Member           |
| 5. <b>Prof. Rukkumani</b><br>Professor<br>Department of Biochemistry & Molecular Biology<br>Pondicherry University   | ... Member           |
| 6. <b>Deputy Registrar (Admn.)</b><br>Pondicherry University   | ... Member Secretary |

Yours faithfully,

[Prof. RAJNEESH BHUTANI]  
Registrar (i/c)

Copy to:

1. The Assistant Registrar, VC 's Secretariat, Pondicherry University
2. The Assistant Registrar, Registrar's Secretariat, Pondicherry University
3. The Section Officer, O/o. the Director (SEI & RR), Pondicherry University
4. The Systems Manager, Computer Center, Pondicherry University ... to host in the University website





**புதுவைப் பல்கலைக்கழகம்**  
**पांडिच्चेरी विश्वविद्यालय PONDICHERRY**  
**UNIVERSITY**  
 (केंद्रीय विश्वविद्यालय/A Central University)

பேராசிரியர் ரஜ்நீஷ் பூடானி  
 பதிவாளர்(பொ.)  
 प्रो.रजनीश भूटानी  
 कुलसचिव (.प्र)  
 PROF. RAJNEESH BHUTANI  
 REGISTRAR (i/c)

भारत रत्न डॉ. बी.आर. अम्बेडकर प्रशासनिक भवन/  
 BHARAT RATNA DR. B.R. AMBEDKAR ADMINISTRATIVE BUILDING  
 आर. वेंकटरामन नगर/ R.VENKATARAMAN NAGAR  
 कालापेट/KALAPET  
 पुदुच्चेरी/PUDUCHERRY-605014  
 भारत/ INDIA

सं/No.PU/ESTT/NT5/2024-25/36

दिनांक/Date: 30.08.2024

Dear Sir/Madam,

Sub : PU- Internal Complaints Committee (ICC) – erstwhile SHPC – Reg.

---X---

In supersession of the communication no : PU/Estt./NT5/2024-25/33 dated 22.08.2024 and in terms of University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, the Vice Chancellor is pleased to re-constitute the Internal Complaints Committee (ICC) [erstwhile SHPC] with the following composition to look into the grievances and related matters in respect of Sexual Harassment of Women (Students, Staff, and other aggrieved women) :-

Sl.No	Name & Designation of the Member	Contacts
1.	<b>Dr.Malabika Deo</b> Dean & Professor Department of Commerce School of Management Pondicherry University Puducherry	Chairperson Ph No : 0413-2654367 Mobile No: 9442140745 Email : malabika.com@pondiuni.edu.in
2.	<b>Dr. Vidyaa Ramkumar</b> Chairperson Dowry Prohibition Advisory Board, Govt. of Puducherry Puducherry	External Member Mobile No: 9952459317 Email : vidramk@gmail.com
3.	<b>Dr.S.Victor AnandKumar</b> Professor Dept. of Management Studies School of Management Pondicherry University Puducherry	Member Ph No: 0413-2654310 Mobile No: 9488085167 Email: victor.dms@pondiuni.edu.in
4.	<b>Shri. Birinder Singh ,</b> Assistant Registrar Estt- Teaching Section & Legal Cell) Pondicherry University Puducherry	Member Ph No: 0413-2654227 Mobile No: 7710407884 Email : ar_estt@pondiuni.ac.in
5.	<b>Smt.B. Kanchana</b> Section Officer Examination Wing Pondicherry University Puducherry.	Member Ph No: 0413-2654211 Mobile No: 9442396140 Email : kesavkanch@gmail.com



6.	<b>Dr.Sreekala E</b> Professor School of Education Pondicherry University Puducherry	Member	Ph No: 0413-2654618 Mobile No: 8903140656 Email : sreekala3048@yahoo.co.in
7.	<b>Shri. Gautam Kumawat</b> Deputy Registrar (Admn.) Pondicherry University Puducherry	Member Secretary	Ph No: 0413-2654935 Mobile No: 7869301909 Email : dradm@pondiuni.edu.in
8.	One student member from Under-Graduate Courses, to be co-opted by ICC.		
9.	One student member from Post-Graduate Courses, to be co-opted by ICC.		
10.	One student member from Research Scholar level to be co-opted by ICC.		

The Internal Complaints Committee (ICC) shall deal with any complaint involving sexual harassment against women employees and students. The complaint if any shall be addressed to Dr.Malabika Deo, Dean & Professor, School of Management, Pondicherry University and Chairperson of Internal Complaints Committee.

The student members shall be nominated by the Dean, Students Welfare in consultation with the Chairperson, ICC. The respective student member shall be invited to attend meetings in case of matters involving students.

The Member Secretary may initiate action to convene the meetings. The Committee may meet at least once in three months. A quarterly report on the actions taken by the Committee may be sent to the Vice Chancellor.

The term of the committee will be for a period of three years from date of issue of this letter.

**//BY ORDER//**

Yours faithfully,



**REGISTRAR (i/c).**

To

All the Members of the Committee.

Copy to

1. All Directors/Deans/HODs/  
Co-ordinators/Officers ... for Circulation among Students/Faculty  
Members/Staff
2. The Assistant Registrar --- for kind information of VC.  
VC's Secretariat, Pondicherry University
3. The Registrar's Secretariat, Pondicherry University
4. The Dean, Students Welfare, Pondicherry University
5. The Systems Manager, Computer Centre --- for hosting in the Website
6. Notice Board
7. File Copy

Tel:0413-2654202 (O)

Fax :0413-2655734

Email : [registrar@pondiuni.edu.in](mailto:registrar@pondiuni.edu.in)



## Pondicherry University

R. Venkataraman Nagar

Chinna Kalapet

Puducherry – 605014

INDIA

[www.pondiuni.edu.in](http://www.pondiuni.edu.in)

### Pondicherry University Goal-Specific Policy for “SDG 1: No Poverty”







## **Policy Heading**

Pondicherry University Goal-Specific Policy for “SDG 1: No Poverty”

## **Introduction**

Established in 1985, Pondicherry University is a Central University covering the Union Territory of Puducherry, Lakshadweep, and Andaman and Nicobar Islands. Its primary goals encompass advancing knowledge through teaching and research, offering courses in diverse fields, and fostering interdisciplinary studies. The university's main campus, spanning 780 acres in Kalapet, is supplemented by satellite campuses in Karaikal, Mahe, and Port Blair. Collaborative agreements with international institutions, industries, and research-focused NGOs have been established for faculty development, collaboration, and cooperation.

Pondicherry University recognizes the significance of addressing poverty to harness the potential of its students for driving positive societal changes. The university is dedicated to partnering with relevant stakeholders to implement social protection systems, enhancing the resilience of vulnerable individuals, and contributing to the global objective of eradicating multidimensional poverty.

Aligned with SDG 1: No Poverty, the university is committed to equitable practices by providing financial assistance and aid to students from low-income backgrounds, marginalized groups, and those below the poverty line. Through a range of programs and endeavors, the university aims to support these students in completing their education and improving their access to essential resources like nourishing food and clean water.

## **Policy Statement**

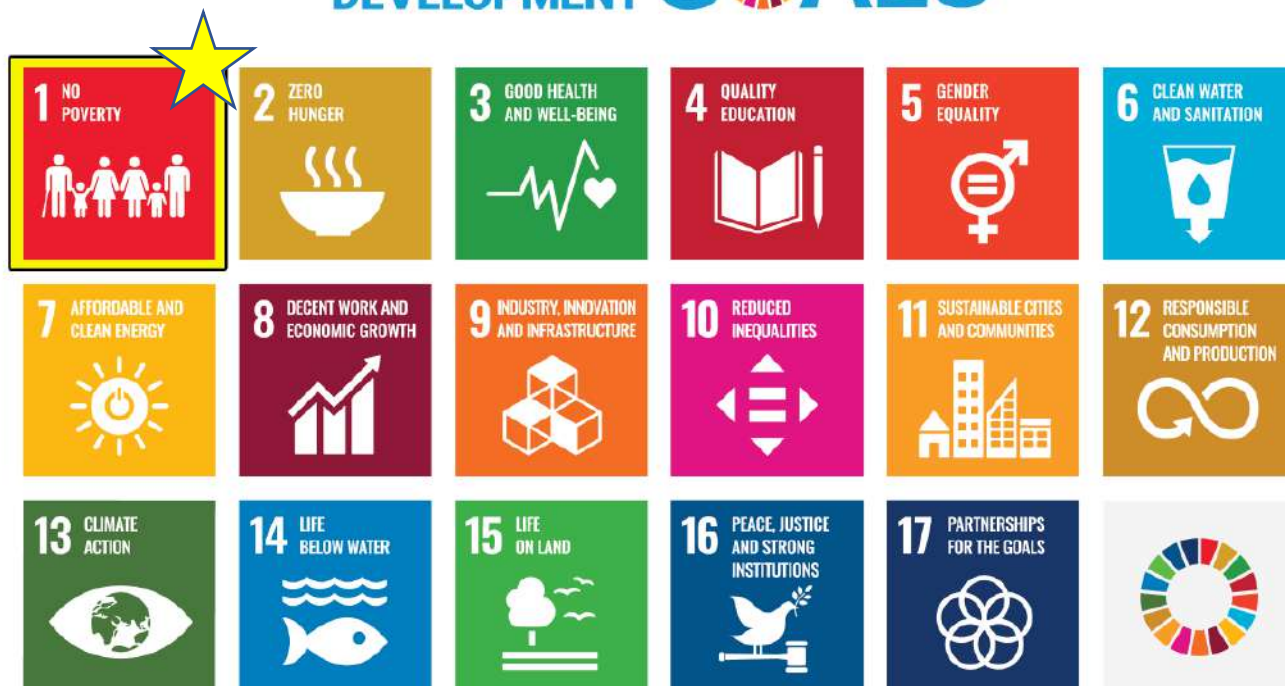
Pondicherry University is dedicated to implementing comprehensive strategies that aid the student population hailing from underprivileged and susceptible backgrounds, aligning with the targets of SDG 1 to eradicate poverty.

## **Target**

The university intends to extend its outreach to students and communities across its main campus, satellite campuses, off-campus centers, and affiliated institutions. This outreach will be conducted through fair collaborations involving government departments, pertinent stakeholders, and collaborative task forces.



# SUSTAINABLE DEVELOPMENT GOALS



## Policy

1. **Pondicherry University shall as an act of justice uphold SDG 1: No Poverty as the key to unlocking an enormous student's potential to catalyze and evolve ways to feed the undernourished, and hungry, wipe out seasonal and climatic diseases, and give everyone a better chance to prosper and live a productive and rich life.**
2. **Pondicherry University shall provide fellowship/ scholarship/ financial aid to students belonging to low-income groups, weaker sections, those below the poverty line, and marginalized communities through various schemes under the University Grants Commission, Ministry of Education, and other relevant Ministries and Departments.**
3. **Pondicherry University shall in addition to male, emphasize education to female students and transgenders belonging to the mentioned categories and provide support like food, hostel, transportation, psychological support, and sports facilities to enable them to complete their studies.**
4. **Pondicherry University shall in collaboration with its relevant departments, local government, and reputed non-government organizations implement social protection systems substantially covering the poor, marginalized, and vulnerable groups.**





5. **Pondicherry University shall establish a Legal Service Clinic in collaboration with the Legal Services Authority to provide legal services for the students during their study at the university.**
6. **Pondicherry University shall evolve a scheme through Inter-university programs to arrange grants or other wise offer joint grant support for poor students from low or lower-middle-income countries.**
7. **Pondicherry University shall in all its dimensions catalyze and assist the local communities and poor students to commission start-ups, and eco-entrepreneurship to reduce the proportion of all ages living in poverty and to sustain their livelihood and end poverty.**
8. **Pondicherry University shall develop green skill development programs, certificate courses, and training workshops, for a financially and socially sustainable platform irrespective of their study discipline, and provide access to university research and other academic facilities and e-resources during and after completion of their study.**
9. **Pondicherry University shall provide capacity-building or training programs for those belonging to low-income groups, those below the poverty line, and marginalized communities to improve their access to nutritious food, and quality water, for healthy living.**
10. **Pondicherry University shall develop ‘Earn While You Learn’ schemes or programs or initiatives to earn their living during their study and extend support through Placement Cell and Industry-Institute Interface Programs beyond their study.**
11. **Pondicherry University shall establish a separate division or office and secure adequate funds and in-kind services and contributions from alumni and others, to provide, monitor, and help the students to end poverty in all its dimensions and to support pro-poor and gender-sensitive development.**
12. **Pondicherry University shall collaborate with the local and national governments and reputed non-government organizations, charitable trusts, and societies in policy drafting and other services to build the resilience of the poor in vulnerable situations and reduce their exposure to climate-related extreme events, environmental shocks, and disasters.**





### ***Contributors***

#### **Dr. A Shahin Sultana**

Professor

Department of Social Work

Pondicherry University

[https://www.pondiuni.edu.in/faculy\\_profiles/dr-a-shahin-sultana/](https://www.pondiuni.edu.in/faculy_profiles/dr-a-shahin-sultana/)

#### **Dr. M.S. Nanda Kishor**

Nodal Officer

THE Impact Rankings

Pondicherry University

[https://www.pondiuni.edu.in/faculy\\_profiles/dr-nanda-kishor/](https://www.pondiuni.edu.in/faculy_profiles/dr-nanda-kishor/)

#### **Dr. R. Vishnu Vardhan**

Deputy Coordinator - Internal Quality Assurance Cell

All University Rankings

Pondicherry University

[https://www.pondiuni.edu.in/faculy\\_profiles/dr-r-vishnu-varadhan/](https://www.pondiuni.edu.in/faculy_profiles/dr-r-vishnu-varadhan/)

#### **Dr. M. Nandhivarman\***

Coordinator

Office of Green Campus

Climate Change, Environment, and Sustainability

Policy, Protocol, and SOP

Pondicherry University

<https://www.pondiuni.edu.in/departments/green-campus/>

### ***Citation***

Pondicherry University Internal Quality Assurance Cell & Office of Green Campus, Goal-Specific Policy for “SDG-1: No Poverty”, Version 2.0 - 2023

### ***Abbreviation***

PU-IQAC&OGC-SDG-1-V2.0-23

### ***Policy Number***

PU-IQAC&OGC-SDG-1-V2.0-23

1<sup>st</sup> Version: NLGCIAP-APSCC\*-PU-March-2018

2<sup>nd</sup> Revised Version: IQAC&OGC-PU-April-2023







## **Pondicherry University**

R. Venkataraman Nagar

Kalapet

Puducherry – 605014

INDIA

[www.pondiuni.edu.in](http://www.pondiuni.edu.in)

### **Pondicherry University Goal-Specific Policy for “SDG 2: Zero Hunger”**





**Policy Heading**      Pondicherry University Goal-Specific Policy for “SDG 2: Zero Hunger”.

**Introduction**      Pondicherry University established in 1985, is a Central University with a jurisdiction spread over the Union Territory of Puducherry, Lakshadweep, and Andaman and Nicobar Islands. Its objectives include advancing knowledge through teaching and research, offering courses in humanities, sciences, and engineering, and promoting interdisciplinary studies, and research. The University's main campus is located in Kalapet, spanning over 780 acres, and it also has satellite campuses in Karaikal, Mahe, and Port Blair. The University has signed several MOUs for collaboration and faculty development.

SDG 2, known as "Zero Hunger," occupies a pivotal position in the global quest for sustainable development, underlining its paramount importance in fostering and thriving communities worldwide. Through dynamic partnerships with governmental bodies, relevant stakeholders, and collaborative task forces, Pondicherry University is steadfast in its resolve to champion sustainable agricultural practices, bolster the endeavors of small-scale farmers, and ensure equitable access to nourishing and affordable sustenance for all. By enhancing food security and nurturing sustainable agricultural methods, Pondicherry University aspires to forge a society marked by robust well-being and equitable access to nourishment.

In pursuit of SDG 2, Pondicherry University is poised to champion the cause of food security and alleviate malnutrition, with a special emphasis on safeguarding vulnerable groups, including women and children. The university pledges to embark on research endeavors geared towards sustainable agricultural practices, promote the establishment of community gardens, and disseminate knowledge among both students and the wider community concerning wholesome dietary habits. Pondicherry University ardently recognizes that access to nutritious sustenance is an inherent human right, and it is steadfast in its commitment to relentlessly pursue this objective, both within the campus and in the neighboring communities.

**Policy Statement**      Dedicated to its mission, Pondicherry University is resolute in its commitment to providing comprehensive support to students and communities, aligning seamlessly with the tenets of the Zero Hunger goal in every facet of existence both within the campus confines and extending beyond, in harmonious alignment with the defined targets of this vital pursuit.

**Target**      In its earnest endeavor, Pondicherry University will extend its outreach to encompass students and communities across a spectrum of domains. This outreach will be meticulously orchestrated through inclusive and balanced partnerships, fostering synergies with government departments, pertinent stakeholders, and collaborative task forces that are actively engaged in realizing the aspirations of the Zero Hunger goal at all levels of society.





## Policy

1. **Pondicherry University shall practice on-campus regenerative agricultural practices that increase productivity and help maintain soil and campus ecosystems, that strengthen capacity for adaptation to climate change, extreme weather events, drought, flooding, and other disasters, while progressively improving land and soil quality.**
2. **Pondicherry University shall in collaboration with farmer and farming associations, agricultural institutions, non-governmental organizations, and related departments, advocate sustainable, regenerative agricultural practices with traditional technologies to improve nutrition and fair distribution systems to achieve food security and end hunger in particular to the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.**
3. **Pondicherry University shall recommend or provide nutritious food in the daycare center and the nutritional needs of hostel-dwelling adolescent girl students, quarters-dwelling pregnant and lactating women, and older persons, and promote the same to all in the region.**
4. **Pondicherry University shall enhance international and national cooperation for agricultural research, technology development, and extension services, to refabricate rural infrastructure, to enhance plant and livestock productive capacity.**







5. **Pondicherry University shall through relevant departments, stakeholders, and incubation centers, offer productive resources, inputs, knowledge, skills, technologies, financial services, markets, and opportunities for value addition and non-farm employment to double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers.**
6. **Pondicherry University shall in collaboration with non-governmental organizations, concerned ministries, Khadi and Village Industries Commission, and government departments campaign climate change adaptation through regenerative agriculture in schools, colleges, and among farmers and neighboring communities to promote square-foot gardens, home gardens, rooftop gardens, herbal gardens, urban animal farming, beekeeping, hydroponics, aquaponics, climate-smart agriculture/farming, etc.**
7. **Pondicherry University shall through resource recycling restore topsoil ecology for soil production and sustenance and also shall extend support to the neighboring communities in soil ecosystem restoration initiatives.**
8. **Pondicherry University shall emphasize more on collaborative programs/ projects/ schemes pertaining to the increase of agricultural knowledge, productivity, livelihood, good food, and nutrition for all.**
9. **Pondicherry University shall during admission track the graduates in agriculture and aquaculture including sustainability aspects and provide additional training to upgrade their skills in this field, in addition, shall constitute a separate department or center or office to support government and farming communities in this regard.**
10. **Pondicherry University shall have a food policy in place to cater to the need of the campus dwellers and service providers for food sustainability, also shall provide sustainable food choices for all on campus, including vegetarian and vegan food.**





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### **Pondicherry University Goal-Specific Policy for “SDG 5: Gender Equality”**







**Policy Heading**      Pondicherry University Goal-Specific Policy for “SDG 5: Gender Equality”

**Introduction**      Established in 1985, Pondicherry University functions as a Central University, with its jurisdiction extending over the Union Territory of Puducherry, Lakshadweep, and the Andaman and Nicobar Islands. The university's objectives encompass the advancement of knowledge through instructional and research endeavors, the provision of courses spanning Humanities, Sciences, and Engineering, and the facilitation of interdisciplinary studies and research. Its primary campus, sprawling over 780 acres in Kalapet, is complemented by satellite campuses in Karaikal, Mahe, and Port Blair. Collaborative agreements with international institutions, industries, and research NGOs have been established to foster collaboration and faculty development.

SDG 5, which revolves around ‘Gender Equality’, stands as a pivotal element for establishing a just and impartial society. This goal accentuates the significance of providing equal opportunities and rights for all genders across various spheres of life, encompassing education, employment, and politics. Gender equality holds a paramount role in sustainable development and the mitigation of poverty. By ensuring equal participation and empowerment, societies can harness a variety of perspectives and concepts, resulting in more innovative and comprehensive solutions.

Upholding SDG 5 remains an indispensable pursuit for Pondicherry University in constructing an environment that champions gender equality and diversity. The university aspires to provide parity in educational and occupational prospects, particularly focusing on supporting women in their academic and vocational pursuits. It additionally endeavors to cultivate gender sensitivity and inclusiveness through educational initiatives and awareness-raising endeavors both within and beyond the campus premises. Prioritizing SDG 5 further assists the university in creating a secure and all-encompassing campus atmosphere, devoid of bias, harassment, or any form of gender-based violence. By upholding SDG 5, Pondicherry University commits itself to nurturing an equitable and impartial society that values and champions equal opportunities and rights for all genders.

**Policy Statement**      Pondicherry University is dedicated to implementing comprehensive measures to back students and communities in the pursuit of Gender Equality across all aspects of life, both within and beyond the campus environment, aligning harmoniously with the specified goal's objectives.

**Target**      The university will extend its outreach to encompass students and communities through its principal campus, satellite campuses, off-campus facilities, and affiliated institutions. This engagement will be characterized by a commitment to equitable collaboration, involving governmental bodies, pertinent stakeholders, and collaborative working groups. Through these efforts, Pondicherry University aims to create an environment that promotes Gender Equality and fosters inclusivity and fairness, both within its educational sphere and within the broader societal context.



# SUSTAINABLE DEVELOPMENT GOALS



## Policy

1. **Pondicherry University shall uphold SDG 5: Gender Equality to overcome gender bias and prejudice achieving gender empowerment and equality among all women, girls, and transgender people thereby ending all forms of discrimination, violence, and exploitation in every walk of life.**
2. **Pondicherry University shall adhere to the national and regional maternity and paternity policies and social protection policies that are in effect.**
3. **Pondicherry University shall have childcare facilities for staff and faculty and also provide accessible childcare facilities for female students with children and shall have women's retiring rooms.**
4. **Pondicherry University shall ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making.**
5. **Pondicherry University shall have an 'Access and Participation' plan to systematically track and measure women's applications, acceptance, and participation in the university.**



6. **Pondicherry University shall have women's safety and security provisions and committees to address and redress complaints on discrimination, gender parity, violence, harassment, and others, and also shall have a dedicated portal for the same.**
7. **Pondicherry University shall encourage and provide special access and support to first-generation female students.**
8. **Pondicherry University shall provide access to all girls and women and encourage participation in information and communications technology.**
9. **Pondicherry University shall encourage applications by women in underrepresented subjects either through university outreach programs or collaboration with other universities and/or community groups and/or government and/or non-government organizations.**
10. **Pondicherry University shall provide women's access schemes for mentoring, scholarships, and other provisions with tracking, measuring, and closing any gaps that exist.**
11. **Pondicherry University shall in collaboration with the regional governments, national governments, community groups, and non-government organizations, conduct gender sensitization action camps in the local and rural communities emphasizing more on their participation, empowerment, upliftment, and health care.**







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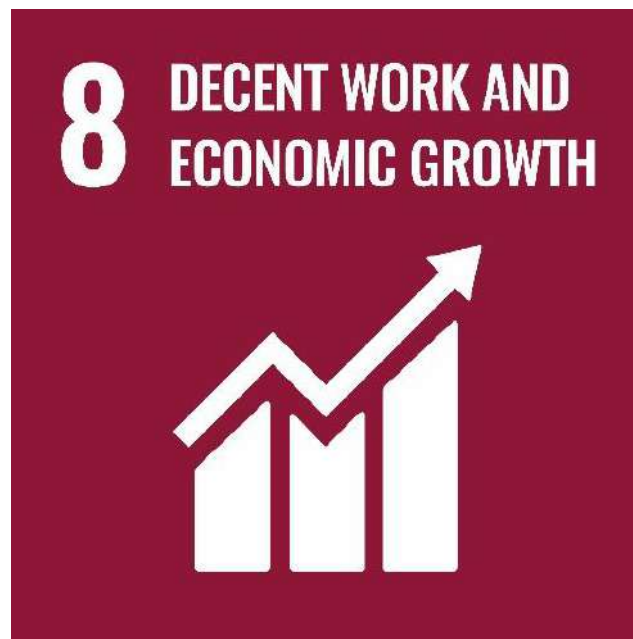
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### **Pondicherry University Goal-Specific Policy for “SDG 8: Decent Work & Economic Growth”**





**Policy Heading** Pondicherry University Goal-Specific Policy for “SDG 8: Decent Work and Economic Growth”.

**Introduction** Established in 1985, Pondicherry University stands as a Central University with its jurisdiction spanning across the Union Territory of Puducherry, Lakshadweep, and Andaman and Nicobar Islands. Its core objectives encompass the advancement of knowledge through both teaching and research, offering diverse courses in the domains of Humanities, Sciences, and Engineering, as well as actively fostering interdisciplinary studies and research. The primary campus, situated in Kalapet and sprawling over an expanse of 780 acres, is complemented by satellite campuses in Karaikal, Mahe, and Port Blair. The University has solidified collaborative partnerships through MOU with various international institutions, industries, and research NGOs, thus enriching avenues for collaboration and faculty development.

Pondicherry University places profound significance on SDG 8: Decent Work and Economic Growth, as it aspires to ensure comprehensive and sustainable economic growth, full and productive employment, and dignified work opportunities for all. Recognizing that a robust and expanding economy is pivotal for poverty alleviation, societal integration, and the realization of fundamental human rights, the University acknowledges that dignified work not only underpins individual well-being but also holds a pivotal role in the pursuit of sustainable development.

With unwavering dedication, Pondicherry University takes proactive steps to uphold SDG 8, manifesting in various initiatives. These encompass the promotion of entrepreneurship, the provision of support for skill enhancement, the cultivation of innovation and research endeavors, and the facilitation of job prospects for marginalized and vulnerable populations. The University underscores the importance of reinforcing labor rights, ensuring secure and safe working environments, and establishing parity in opportunities and equitable treatment for all personnel. Furthermore, the University recognizes the intrinsic value of all-encompassing economic growth, particularly directed at uplifting marginalized and vulnerable segments of society. It firmly espouses the conviction that embracing SDG 8 will not only steer economic advancement and job generation but will also significantly contribute to sustainable development and the reduction of poverty.

**Policy Statement** Pondicherry University is resolutely dedicated to implementing comprehensive measures to bolster students and communities in their pursuit of Decent Work and Economic Growth, spanning all aspects of life both within and beyond the campus, seamlessly aligned with the targets of this goal.

**Target** The university will actively engage with its student body and communities through its central campus, auxiliary campuses, and associated institutions, fostering an equitable partnership with government departments, pertinent stakeholders, and collaborative task forces that are steadfastly working towards the realization of the SDG across all strata of society.







## SUSTAINABLE DEVELOPMENT GOALS



### Policy

1. **Pondicherry University shall uphold SDG 8: Decent Work and Economic Growth to promote sustained, inclusive, full, and productive employment opportunities, fulfilling jobs, and decent work for all while not harming the environment in accordance with the ordinances of the university.**
2. **Pondicherry University shall educate and encourage the students for development-oriented job creation that supports productive activities, a decent job, entrepreneurship, creativity and innovation, and formalization of micro-small-medium enterprises through incubation and collaborations.**
3. **Pondicherry University shall not discriminate based on race, color, religion, caste, creed, gender, gender expression, age, ancestry, disability, marital status, sexual orientation, or others, in any of its activities or operations considering decent work for all while recognizing freedom of associations.**
4. **Pondicherry University shall be committed against forced labor, slavery, and human trafficking, and not employ below 18 years of age while guaranteeing equivalent rights to workers when outsourced through third parties.**





5. **Pondicherry University shall pay all staff and faculty as per the government norms and have a process for employees to bargain and/or appeal for employee rights and/or pay for all, including women.**
6. **Pondicherry University shall provide safe and secure working environments for all workers, including migrants, and those in precarious employment.**
7. **Pondicherry University shall work in tandem with the national and regional governments and reputed non-government organizations in promoting local culture, heritage, and traditional products for sustainable tourism that creates more green jobs and livelihood opportunities.**
8. **Pondicherry University shall provide full and productive employment and decent work for all, including young and persons with disabilities with pay scale equity for work of equal value while measuring and eliminating gender pay gaps.**
9. **Pondicherry University shall substantially promote and increase youth employment, sustainability education, training, and capacity building through various government schemes and collaborations.**
10. **Pondicherry University shall in collaboration with various stakeholders catalyze decent work opportunities for all, and ease the social impact of the global crisis on employment and accelerate recovery in employment, implement the ‘Global Jobs Pact’ by developing and operationalizing strategies for youth employment importantly for females through placement cell and entrepreneurship through incubation center.**
11. **Pondicherry University shall promote outreach activities related to decent work and economic growth in schools, colleges, and local communities by conducting job fairs, and green business ideas platforms, in collaboration with various relevant actors and catalysts at all levels both national and international.**





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### **Pondicherry University Goal-Specific Policy for “SDG 10: Reduced Inequalities”**







**Policy Heading**      Pondicherry University Goal-Specific Policy for “SDG 10: Reduced Inequalities”

**Introduction**      Pondicherry University, founded in 1985, is a Central University that covers the jurisdiction of the Union Territory of Puducherry, Lakshadweep, and Andaman and Nicobar Islands. Its goals encompass advancing knowledge through teaching and research, delivering courses in Humanities, Sciences, and Engineering, and encouraging interdisciplinary studies and research. The primary campus of the University is situated in Kalapet, spanning over 780 acres, and it also maintains satellite campuses in Karaikal, Mahe, and Port Blair. Collaborative agreements and faculty development partnerships have been established between the University and numerous international institutions, industries, and research-oriented non-governmental organizations.

SDG 10: Reduced Inequalities holds significant importance for Pondicherry University, as it envisions the establishment of an all-encompassing and just society. The university's objective is to ensure equal prospects for all its students and staff, irrespective of their origins, ethnicity, gender, faith, or any distinguishing trait. The institution is committed to eradicating bias and guaranteeing that everyone has equal access to excellent education, job opportunities, and resources to fulfill their maximum potential.

Pondicherry University is dedicated to upholding SDG 10, in alignment with its fundamental principles of inclusivity and variety. The university is focused on developing policies and practices that do not perpetuate disparities, but rather create an equitable platform for all. By adhering to SDG 10, Pondicherry University will endorse social justice and contribute to the creation of a more impartial and just society, both within its campus and the larger community.

**Policy Statement**      Pondicherry University is dedicated to implementing comprehensive measures to aid students and communities in addressing Reduced Inequalities across all aspects of life, both within and beyond the campus, in alignment with the targets of this goal.

**Target**      The university will actively engage with its students and communities, utilizing its primary campus, satellite campuses, off-campus centers, and affiliated institutions, all while fostering an equitable collaboration with governmental bodies, pertinent stakeholders, and task forces dedicated to the realization of the Sustainable Development Goals (SDGs) at various tiers.



# SUSTAINABLE DEVELOPMENT GOALS



## Policy

1. Pondicherry University shall uphold SDG 10: Reduced Inequalities to end financial and social discrimination and reduce income inequalities by raising the minimum pay level of contract workers regardless of gender, race, religious beliefs, or economic status.
2. Pondicherry University shall educate and empower youth on social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic status, and ensure equal opportunities without discrimination.
3. Pondicherry University shall encourage and catalyze alumni participation in development assistance and investment in the least developed countries in accordance with both countries' national plans and programs fostering equality and prosperity.
4. Pondicherry University shall in line with the general procedure, establish a special corridor to considerably increase the number of first-generation students, international students from developing countries, and students with disabilities to pursue higher studies and provide mentoring, and necessary support in this regard.
5. Pondicherry University shall employ persons with disabilities without discrimination and harassment in any manner and provide mentoring, counseling, and peer support as and when required along with special services and accessible facilities.



6. **Pondicherry University shall track and measure applications & admissions of under-represented groups including ethnic minorities, low-income students, non-traditional students, women, LGBT students, disabled students, and newly settled refugee students, and provide full support for their study without discrimination.**
7. **Pondicherry University shall have a dedicated committee, office, and/or officer to advise on and implement policies, programs, and pieces of training related to diversity, equity, inclusion, and human rights on campus and outreach.**
8. **Pondicherry University shall act on reasonable waiving-off accommodation and other fees for physically challenged and marginalized people.**





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#### ANNUAL RETURN ON CASES OF SEXUAL HARASSMENT

Year	No. of Complaints of Sexual Harassment	
	Received in the year	Disposed off during the year
2022-2023	1	1
2021-2022	Nil	Nil
2020-2021	1	1
2019-2020	3	3
2018-2019	6	6
2017-2018	5	5
2016-2017	9	9
2015-2016	3	3
2014-2015	2	2



# Women's Cell

Home

Functions

Office Bearers

Sexual Harassment Prevention Committee

Useful Links

The Constitution of India ensures the Right to Equality as a Fundamental Right that includes the right to equality before law, prohibition of discrimination and equality of opportunities in matters of public employment. Equality between men and women, right to work, to education and to public assistance in case of unemployment, old age, sickness and disablement and provision of just and humane conditions for work and maternity relief, are important Directive Principles of State Policy. The Women's Cell of the Pondicherry University was established in March, 2012 to address the practical issues related to the welfare of and equal opportunities for Women faculty members, staff and students. It has a mandate to address primarily

\* Special facilities and needs (of the Women faculty members, staff and students of the Pondicherry university)

\* Problems arising out of gender related discrimination.

The Pondicherry University Women's Cell has been also mandated to organize

\* Awareness meetings and seminars

\* Outings to promote networking

The Pondicherry University Women's cell collaborates with the Centre for Women's Studies, its academic counterpart established in 1999 with the aim of the creation of a critical awareness and sensitivity towards women's issues in every field. The theoretical teaching and research in Women's Studies as an academic discipline is strengthened by the Women's Cell a practical functionary of the Pondicherry University to ensure the welfare of the community of women in the University campus.





## ANNUAL RETURN ON CASES OF SEXUAL HARASSMENT

Year	No. of Complaints of Sexual Harassment	
	Received in the year	Disposed off during the year
2022-2023	1	1
2021-2022	Nil	Nil
2020-2021	1	1
2019-2020	3	3
2018-2019	6	6
2017-2018	5	5
2016-2017	9	9
2015-2016	3	3
2014-2015	2	2



PU/WC/2024-2025/45


Date: 10-09-2024

### Report of Women's Cell, Pondicherry University

The Women's Cell of the Pondicherry University is a counselling cum redressal centre for the women members of the campus who report grievances related to gender bias and discrimination. The Women's Cell also provides information regarding support services in the campus. The Women's Cell resolves the complaint by formal enquiry procedure as well as informally based on the requirement. The Women's Cell ensures the fair and timely resolution of all the grievances. The cell also conducts orientation and sensitization programmes for faculty, non-teaching staff and students. The aim of the cell is to develop a congenial atmosphere of mutual learning.

YEAR	Number of Complaints received	Number of Complaints resolved
2019-2020	0	0
2020-2021*	NIL	NIL
2021-2022*	NIL	NIL
2022-2023	2	2
2023-2024	5	5

\* Due to COVID 19, academic session happened through online mode.

  
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