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145<sup>TH</sup> MEETING OF THE

# EXECUTIVE COUNCIL

AGENDA & NOTES

DATE: 05.05.2023



# PONDICHERRY UNIVERSITY

PUDUCHERRY – 605 014



**CONFIDENTIAL**

**PONDICHERRY UNIVERSITY  
PUDUCHERRY**

**ONE HUNDRED AND FORTY FIFTH MEETING OF THE  
EXECUTIVE COUNCIL**

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**DATE: 05.05.2023 (FRIDAY)  
TIME: 12:15 P.M.**

**VENUE: Council Hall  
Pondicherry University**

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<b>Sl. No.</b>	<b>Resolution No.</b>	<b>Agenda</b>	<b>Pg. No.</b>
<b>For Consideration/ Approval/Apprise</b>			
1.	2023.145.01	To confirm the Minutes of the 144 <sup>th</sup> Meeting of the Executive Council held on 27.02.2023.  Annexure – I	1
2.	2023.145.02	To record the Action Taken Report of the 144 <sup>th</sup> Meeting of the Executive Council held on 27.02.2023.  Annexure – II	1
3.	2023.145.03	To consider and approve the recommendations of the Selection Committee Meetings held during November-2022 to February 2023 for award of CAS Promotions from Assistant Professor to Associate Professor (Stage III to Stage IV) and Associate Professor to Professor (Stage IV to Stage V) under UGC Career Advancement Scheme	2
4.	2023.145.04	To approve the Minutes of the Selection Committee Meetings for filling up of various Teaching positions on Direct Recruitment held during November 2022 to January 2023.	5
5.	2023.145.05	To consider and approve for appointment of Chair Professors of Subramania Bharathi and Sri Aurobindo of the University	6

6.	2023.145.06	To approve the recommendation of the Finance Committee Meeting held on 09.02.2023 regarding detailed Project Report in respect of proposal for sanctioning of Rs.45.96 crore under HEFA for essential high and analytical equipment to be incorporated at CIF, Pondicherry University, Puducherry.	7
7.	2023.145.07	To apprise the Grant of enhanced subsistence allowance sanctioned to Shri P. Kasirajan, Technical Officer (under suspension), Central Maintenance Workshop and also his representation dated 05.02.2023 to sanction eligible subsistence allowance  Annexure - III	9
8.	2023.145.08	To apprise the suspension of Dr. N. Ravi, Assistant Registrar, Pondicherry University Community College and the appeal made by Dr. N. Ravi against the suspension order.  Annexure - IV	11
9.	2023.145.09	To apprise the suspension of Shri N. Pajannissamy, Horticulture Attendant, Pondicherry University Community College	14
10.	2023.145.10	To consider and approve the recommendation made by the committee constituted to examine and recommend the hostel fees to be revised and incorporated from the academic year 2023-2024 onwards.	24
11.	2023.145.11	To consider and approve the detailed report on the CVC referred complaint against Prof. S. Hariharan, former Director, UGC-Human Resource Development Centre (HRDC) and Professor, Department of Management Studies, School of Management, Pondicherry University, Puducherry for submission to the Ministry of Education and Central Bureau of Investigation.  Annexure-V	35
12.	2023.145.12	To consider the request of Dr. M. Balamurugan, Associate Professor, School of Education, to restore his original position of Professor for having completed the punishment period of two years as per SHPC recommendation.	43
13.	2023.145.13	To consider the communication dated 16.01.2023 received from the Ministry of Education for sanction of Prosecution against Dr. M. Ramachandran, the then the Registrar (i/c) Pondicherry University on the CBI report in RC0322020A0028-CBI, ACB Chennai dated 29.12.2021.	53

14.	2023.145.14	To consider the Report of the Sexual Harassment Prevention Committee	66
<b>For Ratification</b>			
15.	2023.145.15	To consider and ratify the panel of examiners for central evaluation of the answer scripts for all the courses offered in the affiliated colleges of Pondicherry University for all Undergraduate and Postgraduate courses of Arts, Science, Commerce, Vocational Courses and Undergraduate and Postgraduate in Engineering, MBBS, MD and MS courses	69
16.	2023.145.16	To ratify further extension of contract services of Prof. Rajeev Jain as Officer on Special Duty for discharging the duties and responsibilities attached to the post of Director, Directorate of Culture and Cultural Relations of this University.	70
17.	2023.145.17	To Ratify The Appointment of Head of The Departments/Centres under Statute 7 of Pondicherry University Act and Statutes	73
18.	2023.145.18	To ratify the appointment of Director (i/c), UGC-HRDC, Pondicherry University w.e.f. 23.02.2023	74
19.	2023.145.19	To consider and ratify the transfer of Dr. R. Lakshmi, Associate Professor in the Department of Computer Science, Karaikal campus to Department of Computer Science, Main campus Pondicherry University for a period of one year w.e.f. 29.03.2023 on temporary basis.	75
20.	2023.145.20	To consider and ratify the appointment of Officer on Special Duty (College Development Council) on temporary and contract basis and further extension	76
21.	2023.145.21	To consider and ratify the sanction of Extra Ordinary Leave to Dr. Ujjwal Jana, Associate Professor, Department of English of this University for two years from 22.02.2023 to 21.02.2025 to work as Professor, Department of English, University of Delhi, New Delhi	77
22.	2023.145.22	To ratify the sanction of Sabbatical Leave to Dr. H. Kalpana, Professor, Department of English of this University during the Academic Year 2022-23	78

**2023.145.01**

**To confirm the Minutes of the 144<sup>th</sup> Meeting of the Executive Council held on 27.02.2023.**

**ANNEXURE – I**

**2023.145.02**

**To record the Action Taken Report of the 144<sup>th</sup> Meeting of the Executive Council held on 27.02.2023.**

**ANNEXURE – II**

2023.145.03

**TO CONSIDER AND APPROVE THE RECOMMENDATIONS OF THE SELECTION COMMITTEE MEETINGS HELD DURING NOVEMBER-2022 TO FEBRUARY 2023 FOR AWARD OF CAS PROMOTIONS FROM ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR (STAGE III TO STAGE IV) AND ASSOCIATE PROFESSOR TO PROFESSOR (STAGE IV TO STAGE V) UNDER UGC CAREER ADVANCEMENT SCHEME**

The duly constituted Selection Committee Meetings were held during November-2022 to February-2023 as detailed below for award of CAS promotions for the following faculty members from Assistant Professor to Associate Professor (Stage III to stage IV) and Associate Professor to Professor (Stage IV to Stage V) under UGC Career Advancement Scheme.

<b>Sl. No.</b>	<b>Name of the faculty</b>	<b>Stage</b>	<b>Date of Interview</b>
<b>SCHOOL OF MANAGEMENT</b>			
1	<b>Dr. Rajeesh Viswanathan</b> Associate Professor Department of International Business	IV to V	20.12.2022
2	<b>Dr. G. Madan Mohan</b> Associate Professor Department of Management Studies	IV to V	09.01.2023
3	<b>Dr. L. Mothilal</b> Associate Professor Department of Management Studies	IV to V	05.01.2023
4	<b>Dr. S. Riasudeen</b> Associate Professor Department of Management Studies	IV to V	05.01.2023
5	<b>Dr. Kakumani Lavanya Latha</b> Associate Professor Department of Management Studies	IV to V	10.01.2023
6	<b>Dr. B. Rajeswari</b> Associate Professor Department of Management Studies	IV to V	10.01.2023
7	<b>Dr. D.H. Malini</b> Associate Professor Dept. of Management (Kkl. Campus)	IV to V	11.01.2023
8	<b>Dr. C. Madhavaiah</b> Associate Professor Dept. of Management (Kkl. Campus)	IV to V	11.01.2023

SCHOOL OF HUMANITIES			
9	<b>Dr. Binu Zachariah</b> Associate Professor Department of English	IV to V	25.01.2023
10	<b>Dr. K. Reshmi</b> Associate Professor Department of English	IV to V	25.01.2023
11	<b>Dr. Ujjwal Jana</b> Associate Professor Department of English	IV to V	25.01.2023
12	<b>Dr. Lakhi Mai Mili</b> Associate Professor Department of English	IV to V	25.01.2023
13	<b>Dr. C. Thirumurugan</b> Associate Professor Department of French	IV to V	28.01.2023
14	<b>Dr. Sarmila Acharif</b> Assistant Professor Department of French	III to IV	28.01.2023
15	<b>Dr. Ritu Tyagi</b> Assistant Professor Department of French	III to IV	28.01.2023
16	<b>Dr. S. Padma Priya</b> Associate Professor Department of Hindi	IV to V	27.01.2023
17	<b>Dr. C. Jaya Sankar Babu</b> Assistant Professor Department of Hindi	III to IV	27.01.2023
SCHOOL OF SOCIAL SCIENCES & INTERNATIONAL STUDIES			
18	<b>Dr. Jesurathnam Devarapalli</b> Associate Professor Department of Anthropology	IV to V	04.02.2023
19	<b>Dr. Ajeet Jaiswal</b> Assistant Professor Department of Anthropology	III to IV	04.02.2023
CENTRE FOR STUDY OF SOCIAL EXCLUSION & INCLUSIVE POLICY			
20	<b>Dr. M. Thanuja</b> Assistant Professor Centre for Study of Social Exclusion & Inclusive Policy	III to IV	26.11.2022
21	<b>Dr. A. Chidambaram</b> Assistant Professor Centre for Study of Social Exclusion & Inclusive Policy	III to IV	26.11.2022

<b>SCHOOL OF LIFE SCIENCES</b>			
22	<b>Dr. S. Haripriya</b> Associate Professor Department of Food Science & Technology	IV to V	08.12.2022
23	<b>Dr. Narayanasamy Sangeetha</b> Associate Professor Department of Food Sciences & Technology	IV to V	08.12.2022
24	<b>Dr. G. Seghal Kiran</b> Assistant Professor Department of Food Science & Technology	III to IV	08.12.2022
<b>MADANJEET SCHOOL OF GREEN ENERGY TECHNOLOGIES</b>			
25	<b>Dr. K. Suresh Babu</b> Associate Professor Centre for Nano Science & Technology	IV to V	17.12.2022
26	<b>Dr. P. Thangadurai</b> Associate Professor Centre for Nano Science & Technology	IV to V	17.12.2022
27	<b>Dr. S. Kannan</b> Associate Professor Centre for Nano Science & Technology	IV to V	17.12.2022

The Minutes of the Meetings are placed on the table.

For approval of the Council.

2023.145.04

**TO APPROVE THE MINUTES OF THE SELECTION COMMITTEE MEETINGS FOR FILLING UP OF VARIOUS TEACHING POSITIONS ON DIRECT RECRUITMENT HELD DURING NOVEMBER 2022 TO JANUARY 2023**

The Meetings of the duly constituted Selection Committee for filling up of the following teaching posts on direct recruitment were held during November 2022 to January 2023 as detailed below:

Sl. No	DEPARTMENT	INTERVIEW HELD ON		
		PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1.	Centre for Social Exclusion and Inclusive Policy	21.11.2022	21.11.2022	21.11.2022 22.11.2022
2.	Philosophy	--	--	05.12.2022
3.	Food Science & Technology	06.12.2022	--	06.12.2022 07.12.2022
4.	Nano Science & Technology	17.12.2022	16.12.2022 17.12.2022	--
5.	International Business	19.12.2022	--	19.12.2022 20.12.2022
6.	Management Studies	21.12.2022 22.12.2022	22.12.2022 23.12.2022 04.01.2023 05.01.2023	06.01.2023 07.01.2023 09.01.2023 10.01.2023
7.	English	23.01.2023	23.01.2023 24.01.2023	25.01.2023
8.	French			27.01.2023
9.	Hindi		27.01.2023	
10.	Sanskrit			28.01.2023

The Minutes of the Meetings are placed on the table in sealed covers.

For approval of the Council

**2023.145.05**

TO CONSIDER AND APPROVE FOR APPOINTMENT OF CHAIR PROFESSORS  
OF “SUBRAMANIA BHARATHI” AND “SRI AUROBINDO” OF THE UNIVERSITY

A proposal for Establishment of “Subramania Bharathi Chair” and “Sri Aurobindo Chair” in the Pondicherry University was sent to the Chair Section, University Grants Commission, New Delhi on 20<sup>th</sup> July 2022.

University Grants Commission has informed that the proposals were submitted by the Pondicherry University for establishment of Chairs in the name of “Subramania Bharathi” and “Sri Aurobindo” was approved by the Commission in its 561<sup>st</sup> meeting held on 22.09.2022.

Submitted to the Council for consideration.



**2023.145.06**

TO APPROVE THE RECOMMENDATION OF THE FINANCE COMMITTEE MEETING HELD ON 09.02.2023 REGARDING DETAILED PROJECT REPORT IN RESPECT OF PROPOSAL FOR SANCTIONING OF RS.45.96 CRORE UNDER HEFA FOR ESSENTIAL HIGH AND ANALYTICAL EQUIPMENT TO BE INCORPORATED AT CIF, PONDICHERRY UNIVERSITY, PUDUCHERRY.

Minutes of the Finance Committee meeting held on 09.02.2023 regarding detailed project report in respect of proposal for sanctioning of Rs.45.96 crore under HEFA for essential High and Analytical Equipment to be incorporated at CIF of the University is enclosed herewith.

Submitted to the Council for approval on the recommendation of the Finance Committee.

A handwritten signature in black ink, appearing to be 'G. J. S.', located at the bottom right of the page.

59.8. TO APPROVE THE MINUTES OF 100<sup>TH</sup> MEETING OF THE BUILDING COMMITTEE.

Ministry of Education Comments:

Minutes of the 100<sup>th</sup> meeting of the Building Committee may be approved subject to strict compliance of the relevant Statutory provisions of the University and also strict compliance of the related Govt. of India instructions and guidelines including those issued by the Central Vigilance Commission.

Comments of the Integrated Finance Division of the Ministry of Education:

May be discussed in detail in the meeting as per GFRs, 2017 and other relevant GoI/UGC guidelines/instructions.

After detailed deliberation in the matter, the Committee resolved to approve the minutes.

59.9 TO APPROVE THE DETAILED PROJECT REPORT IN RESPECT OF PROPOSAL FOR SANCTIONING OF RS. 45.96 CRORE UNDER HEFA FOR ESSENTIAL HIGH END ANALYTICAL EQUIPMENT TO BE INCORPORATED AT CENTRAL INSTRUMENTATION FACILITY (CIF), PONDICHERRY UNIVERSITY.

Ministry of Education Comments:

May be approved keeping in view the relevant guidelines/ instructions issued by HEFA and GOI. Provisions contained in GFR- 2017 may also be kept in consideration.

Comments of the Integrated Finance Division of the Ministry of Education:

Detailed proposal with valid justification may be sent to Ministry of Education through UGC for consideration.

The Committee Chairman briefed the members in detail about the desirability of incorporating the stated equipments in the CIF facility. After detailed deliberations, the Committee decided to approve the Detailed Project Report.

2023.145.07

**TO APPRISE THE GRANT OF ENHANCED SUBSISTENCE ALLOWANCE SANCTIONED TO SHRI.P.KASIRAJAN, TECHNICAL OFFICER (UNDER SUSPENSION), CENTRAL MAINTENANCE WORKSHOP AND ALSO HIS REPRESENTATION DATED 05.02.2023 TO SANCTION ELIGIBLE SUBSISTENCE ALLOWANCE**

Shri.P. Kasirajan, Technical Officer & Head, Central Maintenance Workshop, Pondicherry University, Puducherry has been placed under suspension with effect from 17.03.2020 vide Order dated 17.03.2020 pending enquiry on the complaint dated 04.02.2020 submitted by the Audit Committee, constituted for carrying out audit for central facilities and instruments/equipment installed at various Departments/Centre's of Pondicherry University, reporting the violent misbehavior, intimidating and manhandling causing physical harm to a member of the audit team when the audit team visited the CMW Workshop on 04.02.2020.

The suspension of Shri.P. Kasirajan and the recommendation on review of suspension in its meeting held on 23.06.2023 were placed before the Executive Council vide Res.No:2021.141.35 held on 22.12.2021. **(Enclosure-I)**

The Suspension Review Committee met again on 01.04.2022 and recommended as follows:

***Shri.P. Kasirajan may continue to be placed under suspension till such time the proceedings are completed and he shall be paid subsistence allowance with an increase of 5% i.e at 55% of his basic pay and allowances as admissible from the date of approval of the minutes.***

Accordingly Office Order was issued to Shri.P. Kasirajan, Technical Officer-II (under suspension) on 05.05.2022 **(Enclosure -II)**.

Now Shri.P. Kasirajan, Technical Officer-II (under suspension) has given a representation dated 05.02.2023 requesting to sanction his eligible subsistence allowance in accordance with the established and prevailing rules and norms FR-53-1(ii)(a)-(i)& (ii) and DoPT, GOI order No.22034/4/2021-Estt(D) dt.02.11.2012 and Executive Resolution No.2013.115.89 of Pondicherry University and thus render justice to him **(Enclosure-III)**

However, as per FR53 1(ii) (a), subsistence allowance to be reviewed after 3 months and may be increased by up to 50% of the allowance during the first 3 months or reduced by up to 50% of the allowance during the first 3 months. It is clear from the above position that maximum increase shall be 50% of the allowance sanctioned as subsistence allowance and may be reduced up to 50%.**(Enclosure-IV)**

Submitted for appraisal of Council

**ANNEXURE-III**

2023.145.08

**TO APPRISE THE SUSPENSION OF DR. N. RAVI, ASSISTANT REGISTRAR, PONDICHERRY UNIVERSITY COMMUNITY COLLEGE AND THE APPEAL MADE BY DR.N. RAVI AGAINST THE SUSPENSION ORDER**

Dr. N Ravi, Assistant Registrar, Pondicherry University Community College, Lawspet, Puducherry has been placed under suspension with effect from 06.02.2023 vide Order dated 06.02.2023 (**Enclosure-I**) pending enquiry, in accordance with Part II- Clause 5(1) of the Ordinances Governing the Classification, Control and Appeal of the Employees of the University under the Pondicherry University Act 1985.

A three member Fact Finding committee was constituted to conduct a discreet enquiry on the acts of serious misbehavior and indiscipline reported against Dr. N. Ravi, Assistant Registrar, Pondicherry University Community College based on the letter dated 18.11.2022 of the Principal (i/c), Pondicherry University Community College (PUCC).

The Fact Finding Committee after conducting a thorough enquiry on the allegations made against Dr. N. Ravi, Assistant Registrar, and interacting with both faculty and non teaching staff of the Community College on 24.11.2022, 01.12.2022 and 07.12.2022 and also after officially visiting the College on 07.12.2022, has submitted its report dated 14.12.2022 (**Enclosure-II**).

The Fact Finding Committee in its report has held that prima-facie case of misconduct is established against Dr. N. Ravi, Assistant Registrar on the following issues:

1. Dr. N. Ravi, Assistant Registrar, Pondicherry University Community College has misused the official vehicle TVS 50 (Reg.No. PY01AS7753) meant for the service of the college for his personal work and the vehicle was kept in his friend's house for seven days before it was brought to the attention of the Principal (i/c), Pondicherry University Community College.
2. Dr.N. Ravi, Assistant Registrar and Mr. N. Pajanissamy, Horticulture Attendant had indulged in sexually colored remarks causing awkwardness or embarrassment in the canteen premises of the Community College which is quite unbecoming of a Group – A Officer. Dr. N. Ravi and Mr. N. Pajanissamy had indulged in “unwelcome sexually determined behavior”, sometimes directly and by implication, at other times. The young girls were

asked to serve Coffee to Dr. Ravi and to the accompanying staff outside the canteen premises where they usually sat for hours. Sometimes they used to enter the canteen's kitchen, violating privacy and demeaning the modesty of women, where girls sit on the floor and cut vegetables, much to their embarrassment. The young ladies who were employed in the canteen were forced to leave the canteen because of the sexually determined behavior of the above said Officer/employees. The canteen ladies were also humiliated by Mr. N. Pajanissamy by throwing away the tea saying that it was not good. The misbehavior of Mr. N. Pajanissamy continued unabated with the support of Dr. N. Ravi and as a Group A Officer Dr.N. Ravi, instead of rebuking Mr. N. Pajanissamy for all his reprehensible activities has been a tacit supporter, which is quite unbecoming of a senior Officer.

3. That Dr.N Ravi and Mr. N. Pajanissamy had not paid money for the teas/ coffees they had in the canteen. Dr. N. Ravi, Mr. N. Pajanissamy and their team had a balance of Rs.740 and only a partial amount was paid to the Canteen owner.
4. Dr. N. Ravi, Assistant Registrar had tried to keep all the attendance registers on his table in order to gain access to non-consensual communication.
5. Dr. N. Ravi, Assistant Registrar has been encouraging some men belonging to various associations and suspended employees in his office during office hours.
6. That Dr. N Ravi had recommended to the Head of the Department for issue of Attendance Certificate to a student viz., Mr.Thuyanenjan who was involved in a criminal case for the dates of his absence from classes which was refused by the Head of the Department.  
These clearly indicate the atrocious nature of Dr. N. Ravi, misusing of power, bossing over the weaker sex and taking advantage of his position.
7. After Dr.N. Ravi taking over charge, files were not moving freely especially for the students which has created stagnation in the smooth functioning of the administration. They were asked to come to him again and again for reasons best known to him. This has created stagnation in the smooth functioning of the Administration.

Also a Show Cause Notice was served upon Dr. N. Ravi, Assistant Registrar to submit his explanations on the above serious issues of gross misconduct which stand against him, vide No. PU/ESTT/NT3/2022(27)/2022-23/256, dt.20.12.2022 (**Enclosure-III**). Dr. N. Ravi, Assistant Registrar adopting

dilatory tactics, instead of furnishing explanations for the points at issue constituting gross misconduct, as elaborately detailed in the above said Show Cause Notice, has in his reply dt. 22.12.2022 sought copies of all documents and for additional time to submit his explanations.

In the interest of safeguarding the modesty of women workers and considering that it is expedient to take immediate deterrant action of the serious acts of gross misconduct reported against him, Dr. N. Ravi was placed under suspension.

On 08.02.2023, Dr.N. Ravi, Assistant Registrar (under suspension) has submitted an appeal before the Authorities to revoke the order of suspension on the fact considering his present health condition and so as to save his career, life and his official position and not to affect by any means and thus render justice on humanitarian grounds and has also enclosed his explanation to the Show Cause Notice in which he had denied the allegations leveled against him. **(Enclosure –IV)**

Submitted for consideration and ratification in the Council.

**ANNEXURE-IV**

**2023.145.09**

**TO APPRISE THE SUSPENSION OF SHRI. N. PAJANNISSAMY,  
HORTICULTURE ATTENDANT, PONDICHERRY UNIVERSITY  
COMMUNITY COLLEGE**

Shri. N. Pajannissamy, Horticulture Attendant, Pondicherry University Community College, Lawspet, Puducherry has been placed under suspension with effect from 06.02.2023 vide Order dated 06.02.2023 (**Enclosure-I**) pending enquiry, in accordance with Part II- Clause 5(1) of the Ordinances Governing the Classification, Control and Appeal of the Employees of the University under the Pondicherry University Act 1985 for acts of serious indiscipline.

A three member fact finding committee was constituted to conduct a discreet enquiry on the acts of serious misbehavior and indiscipline reported against Dr.N. Ravi, Assistant Registrar, Pondicherry University Community College based on the letter dated 18.11.2022 of the Principal (i/c), Pondicherry University Community College (PUCC).

The Fact Finding Committee after conducting a thorough enquiry on the allegations made against Dr. N. Ravi, Assistant Registrar and also interacting with both faculty and non teaching staff of the Community College on 24.11.2022, 01.12.2022 and 07.12.2022 and also after officially visiting the College on 07.12.2022, has submitted its report dated 14.12.2022.(**Enclosure-II**)

The Fact Finding Committee in its report while holding Dr. N. Ravi responsible for acts of serious misbehavior has also held that prima-facie case of misconduct is jointly established against Dr. N. Ravi, Assistant Registrar and Shri.N.Pajanissamy, Horticulture Attendant on the following issues:

1. Dr. N. Ravi and Shri. Pajanissamy had indulged in sexually colored remarks causing awkwardness or embarrassment in the canteen premises of Pondicherry University Community College. Dr. N. Ravi and Shri. N. Pajanissamy had indulged in “unwelcome sexually determined behaviour” sometimes directly and by implication, at other times. The young girls were asked to serve Coffee to Dr. N. Ravi, Shri. N. Pajanissamy and to the accompanying staff outside the canteen premises where they usually sat for hours. Sometimes they used to enter the canteen’s kitchen, violating privacy and demeaning the modesty of women, where girls sit on the floor and cut vegetables, much to their embarrassment. The young ladies who were employed in the canteen were forced to leave the canteen because of the sexually determined behavior of the above Officer/Staff. The canteen ladies

were also humiliated by Shri. N. Pajanissamy by throwing away the tea saying that it was not good. The misbehavior of Shri. N. Pajanissamy continued unabated with the support of Dr. Ravi.

2. That Dr. N. Ravi, Shri. N. Pajanissamy and their team had not paid money for the teas/ coffees had in the canteen. Dr. N. Ravi and friends others had a balance of Rs.740 and only a partial amount was paid to the Canteen owner.

A show cause Notice was served upon Shri. N. Pajanissamy, Horticulture Attendant, Pondicherry University Community College to submit his explanations on the above serious issues of gross misconduct which stand against him, vide No. PU/ESTT/NT3/2022(27)/2022-23/257, dt.20.12.2022 (**Enclosure-III**)

Shri. N. Pajanissamy in his explanations dated nil received on 03.01.2023 (which was beyond the stipulated date), has admitted that dues remained unsettled for the tea/coffee taken in the canteen;

In the interest of safeguarding the modesty of women workers and considering that it is expedient to take immediate deterrent action of the serious acts of gross misconduct reported against him, Shri. N. Pajannissamy was placed under suspension.

Submitted for appraisal of the Council.



PONDICHERRY UNIVERSITY  
(A Central University)

*Bharat Ratna Dr. B.R. Ambedkar Administrative Building,  
R. Venkataraman Nagar, Kalapet, Puducherry – 605 014*

Prof. Rajneesh Bhutani  
REGISTRAR (i/c)  
Ref. No.PU/ESTT/NT3/2022 (27)/2022-23/246

CONFIDENTIAL

06.02.2023

OFFICE ORDER No. 275

Sub. : PU – ESTT – Shri. N. Pajannissamy, Horticulture Attendant,  
Pondicherry University Community College (PUCC) - Acts of serious  
misbehaviour and indiscipline- ShowCause notice issued –  
Explanations not submitted within the stipulated date – Placed  
under Suspension pending/contemplating Enquiry – Order Issued

- Ref: 1. Letter dated 18.11.2022 received from the Principal (i/c), PUCC.  
2. Report dated 14.12.2022 of the Fact Finding Committee  
3. Show Cause Notice No. PU/ESTT/NT3/2022(27)/2022-  
23/257, dt. 20.12.2022  
4. His reply dated Nil received on 03.01.2023.

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Whereas, a three member fact finding committee was constituted to conduct a discreet enquiry on the acts of serious misbehavior and indiscipline reported against Dr. N. Ravi, Assistant Registrar, Pondicherry University Community College based on the letter dated 18.11.2022 of the Principal (i/c), Pondicherry University Community College (PUCC).

And Whereas, the Fact Finding Committee after conducting a thorough enquiry on the allegations made against Dr. .N.Ravi, Assistant Registrar and also interacting with both faculty and non teaching staff of the Community College on 24.11.2022, 01.12.2022 and 07.12.2022 and also after officially visiting the College on 07.12.2022, has submitted its report dated 14.12.2022.

And Whereas, the Fact Finding Committee in its report while holding Dr. N. Ravi responsible for acts of serious misbehavior has also held that prima-facie case of misconduct is jointly established against Dr. N. Ravi, Assistant Registrar and Shri. N. Pajannissamy, Horticulture Attendant on the following issues :

1. Dr. N. Ravi and Shri. Pajanissamy had indulged in sexually colored remarks causing awkwardness or embarrassment in the canteen premises of Pondicherry University Community College. Dr.N Ravi and Shri. N. Pajanissamy had indulged in "unwelcome sexually determined behaviour" sometimes directly and by implication, at other times. The young girls were asked to serve Coffee to Dr. Ravi, Shri. Pajanissamy and to the accompanying staff outside the canteen premises where they usually sat for hours. Sometimes they used to enter the canteen's kitchen, violating privacy and demeaning the modesty of women, where

girls sit on the floor and cut vegetables, much to their embarrassment. The young ladies who were employed in the canteen were forced to leave the canteen because of the sexually determined behavior of the above Officer/Staff. The canteen ladies were also humiliated by Shri.Pajanissamy by throwing away the tea saying that it was not good. The misbehavior of Shri. Pajanissamy continued unabated with the support of Dr. Ravi.

2. That Dr.N Ravi, Mr. Pajanissamy and their team had not paid money for the teas/ coffees had in the canteen. Dr.N Ravi and friends others had a balance of Rs.740 and only a partial amount was paid to the Canteen owner.

And Whereas a show cause Notice was served upon Shri. N. Pajanissamy, Horticulture Attendant, Pondicherry University Community College to submit his explanations on the above serious issues of gross misconduct which stand against him, vide No. PU/ESTT/NT3/2022(27)/2022-23/257,dt.20.12.2022 ;

And Whereas Shri. N. Pajanissamy in his explanations dated nil received on 03.01.2023 (which was beyond the stipulated date), has admitted that dues remained unsettled for the tea/coffee taken in the canteen;

Now Therefore, in the interest of safeguarding the modesty of women workers and considering that it is expedient to take immediate deterrant action on the serious acts of gross misconduct reported against him, Shri. N. Pajanissamy, Horticulture Attendant, Pondicherry University Community College is placed under suspension with immediate effect pending enquiry,inaccordance with Part II - Clause 5[1] of the Ordinances Governing the Classification, Control and Appeal of the Employees of the University under the Pondicherry University Act1985;

During the period of suspension, the said Shri. N. Pajanissamy will be paid subsistence allowance, which shall be 50% of his basic pay and allowances as admissible. Shri.N.Pajanissamy shall not bring or attempt to bring any political or outside influence to prevail upon any superior authority to further his interests in **respect of his suspension.**

During the period that this order shall remain in force, Shri. N. Pajanissamy shall not enter the University Campus and instigate/influence any other employee of the University to represent on his behalf in respect of his suspension and if any representation is received on his behalf from any other person in this regard it will be presumed that Shri. N. Pajanissamy is aware of such a representation and that it has been made at his instance and accordingly suitable disciplinary action will be taken as per the Statutes and Ordinances of Pondicherry University Act,1985.

Shri. N. Pajanissamy, will have to produce a certificate of non-employment every month to the Finance Officer to make a payment of subsistence allowance.

/BY ORDER/

  
(Prof. RAJNEESH BHUTANI)  
REGISTRAR (i/c)

To

Shri. N.Pajanissamy, --- Through Proper Channel  
Horticulture Attendant  
Pondicherry University Community College,  
Lawspet,  
Pondicherry

Copy to:

1. The Assistant Registrar, VC's Secretariat, Pondicherry University.
2. The Assistant Registrar, O/o Director (Studies), Pondicherry University.
3. The PA to OSD (CC&R), Pondicherry University.
4. The Assistant Registrar, Registrar's Secretariat, Pondicherry University.
5. The PS to Finance Officer, Pondicherry University.
6. The OSD (Admn.), Pondicherry University.
7. The Deputy Registrar (F&A), Pondicherry University.
8. The Principal, Pondicherry University Community College.
9. Personal File

Encl - 11

11/12/22

AR (Admin)

PONDICHERRY UNIVERSITY

REPORT OF THE FACT FINDING COMMITTEE TO CONDUCT ENQUIRY INTO THE ACTS OF SERIOUS MISBEHAVIOUR AND INDISCIPLINE REPORTED AGAINST Dr. N. RAVI, ASST. REGISTRAR, PONDICHERRY UNIVERSITY COMMUNITY COLLEGE

The fact-finding Committee invited both faculty and non-teaching staff of the Community College thrice (24/11/22, 1/12/22 & 7/12/22) and officially visited the college once (on 7/12/22), to conduct enquiry into the acts of serious misbehavior and indiscipline reported against Dr. N. Ravi, Assistant Registrar, Pondicherry University Community College.

**1. Misuse of the College vehicle**

Dr. Ravi had used the official TVS 50 (Reg. No. PY01AS 7753) meant for the service of the college for his personal work. He had taken it on 12/7/22 without making an entry in the register. The vehicle had been kept in his friend's house for seven days before it was brought to the attention of the Principal who asked her staff to bring the vehicle back to the college on 18/7/22. On being enquired about this, Mr. Ravi admitted that he did it but forgot to tell the officials about the whereabouts of the vehicle. All the staff we enquired admitted the fact that they knew about it. Some of them said that they were scared to report the matter to the Principal of the college.

**2. Misconduct / Eve teasing at the canteen**

The owner of the canteen Mrs. Gnanapoongothai has given a detailed complaint against Mr. N. Ravi that he had indulged in "unwelcome sexually determined behavior", sometimes directly and by implication, at other times. He along with his friend, Mr. Pajanissamy, Horticulture Attendant had indulged in sexually colored remarks causing awkwardness or embarrassment. The young girls were asked to serve Coffee to Ravi and his friends outside the canteen premises where they usually sat for hours. Sometimes they used to enter the canteen's kitchen, violating privacy and demeaning the modesty of women, where girls sit on the floor and cut vegetables, much to their embarrassment.

-2/-

*[Handwritten signature]*

*[Handwritten signature]*

4

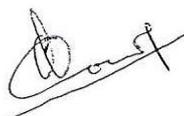
Some of these ladies working in the canteen reported to us that the young ladies who were employed in the canteen were forced to leave the canteen because of the sexually determined behavior of these men. The canteen ladies were also humiliated by Pajanissamy by throwing away the tea saying that it was not good. The misbehavior of Mr. Pajanissamy continued unabated with the support of Mr. Ravi and as a Group A Officer Mr. Ravi, instead of rebuking Mr. Pajanissamy for all his reprehensible activities has been a tacit supporter, which is quite unbecoming of a senior Officer. Nexus between Mr. Ravi and Mr. Pajanissamy is well established out of the interaction the Committee had with the Faculty, Staff and visual images through CCTV footage.

Not even once Ravi and his friends had paid money for the teas/ coffees they buy at the canteen. On interrogation, Pajanissamy admitted that he, Ravi and friends had a balance of Rs. 740 and only a partial amount was paid to the Canteen owner and that too just a day before the enquiry committee. This clearly indicates the brutality of their nature misusing their power, bossing over the weaker sex, and taking advantage of their position.

Mr. Ravi tried to keep all the attendance registers on his table in order to gain access to non-consensual communication. But this device did not work out for a long time.

We have found out that some men, belonging to various associations and suspended employees were frequenting Mr. Ravi's office and they were being encouraged by him. The surveillance camera had captured such visits and the recorded CD submitted to the committee proved it.

It was also shocking that Ravi had some association with one Sangeetha whose son Thuyanenjan had been accused in a murder case by the Kalapet Police. The interaction with the concerned Head of the Department revealed that Mr. Ravi had recommended to the Head of the Department for issue of Attendance Certificate to the said Mr. Thuyanenjan for the dates of his absence from



classes which was refused by the Head of the Department. On being questioned about this issue he said that he was not aware of the fact that Thuyancenjan was a criminal.

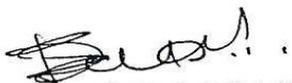
We have been told by the faculty and staff that after Ravi took over, files were not moving freely, especially for the students. They were asked to come to him again and again for reasons best known to him. This has created stagnation in the smooth functioning of the administration.

Pondicherry University has 'zero tolerance' policy for any act of sexual harassment. An officer at Assistant Registrar level indulging in such unwelcome practices at work place is highly condemnable. The workplace harassment is a form of gender discrimination, that violates the fundamental right to life and right to equality of women guaranteed under Article 14 and 21 of the Constitution of India.

Therefore, this committee recommends that appropriate disciplinary action should be initiated in accordance with rules against both Dr. N. Ravi, Asst. Registrar and Mr. N. Pajanissamy, Horticulture Attendant.



(Prof. CLEMENT SAGAYARADJA LOURDES)



(Prof. D. LAZAR)

(Prof. V. MANGAIYARKARASI)



PONDICHERY UNIVERSITY  
(A Central University)

*Bharat Ratna Dr. B.R. Ambedkar Administrative Building,  
R. Venkataraman Nagar, Kalapet, Puducherry – 605 014*

Prof. Amaresh Samantaraya  
REGISTRAR (i/c)

CONFIDENTIAL

Ref. No. PU/ESTT/NT3/2022 (27)/2022-23/ 257

20.12.2022

SHOW CAUSE NOTICE

**Sub. :** PU – ESTT – Shri. N. Pajannissamy, Horticulture Attendant, Pondicherry University Community College (PUCC) - Acts of serious misbehaviour and indiscipline- ShowCause notice issued – Reg.

**Ref.:** 1. Letter dated 18.11.2022 received from the Principal (i/c), PUCC.  
2. Report dated 14.12.2022 of the Fact Finding Committee .

\* \* \* \*

Whereas, a three member fact finding committee was constituted to conduct a discreet enquiry on the acts of serious misbehavior and indiscipline reported against Dr. N. Ravi, Assistant Registrar, Pondicherry University Community College based on the letter dated 18.11.2022 of the Principal (i/c), Pondicherry University Community College (PUCC).

And Whereas, the Fact Finding Committee after conducting a thorough enquiry on the allegations made against Dr. N.Ravi, Assistant Registrar and also interacting with both faculty and non teaching staff of the Community College on 24.11.2022, 01.12.2022 and 07.12.2022 and also after officially visiting the College on 07.12.2022, has submitted its report dated 14.12.2022.

And Whereas, the Fact Finding Committee in its report while holding Dr. N. Ravi responsible for acts of serious misbehavior has also held that prima-facie case of misconduct is jointly established against Dr. N. Ravi, Assistant Registrar and Shri. N. Pajanissamy, Horticulture Attendant on the following issues :

1. Dr. N. Ravi and Shri. Pajanissamy had indulged in sexually colored remarks causing awkwardness or embarrassment in the canteen premises of Pondicherry University Community College. Dr.N Ravi and Shri. N. Pajanissamy had indulged in “unwelcome sexually detmined behaviour” sometimes directly and by implication, at other times. The young girls were asked to serve Coffee to Dr. Ravi, Mr. Pajanissamy and to the accompanying staff outside the canteen premises where they usually sat for hours. Sometimes they used to enter the canteen’s kitchen, violating privacy and demeaning the modesty of women, where girls sit on the floor and cut vegetables, much to their embarrassment. The young ladies who were employed in the canteen were forced to leave the canteen because of the sexually determined behavior of the above Officer/Staff. The canteen ladies were also humiliated by Pajanissamy by throwing away the tea saying that it was not good. The misbehavior of Mr. Pajanissamy continued unabated with the support of Dr. Ravi .
2. That Dr.N Ravi, Mr. Pajanissamy and their team had not paid money for the teas/ coffees had in the canteen. Dr.N Ravi and friends others had a balance of Rs.740 and only a partial amount was paid to the Canteen owner.

-2/-

Now Therefore, Shri. N. Pajanissamy, Horticulture Attendant, Pondicherry University Community College is hereby directed to submit his explanation, if any, on or before 27.12.2022 as to why disciplinary action should not be taken against him as per the relevant rules for his acts of indiscipline and serious misbehavior.

If he fails to submit the explanation within the stipulated period as mentioned above, further necessary action would be taken against him construing that he has no explanation to offer in this regard.

// BY ORDER //

  
REGISTRAR (I/C)

To  
Shri. N. Pajanissamy  
Horticulture Attendant  
Pondicherry University Community College  
Lawspet, Puducherry- 605 008.  
---Through Proper Channel

Copy to:

1. The Principal (i/c)  
Pondicherry University Community College  
Lawspet, Puducherry- 605 008. - *With a request to forward his explanation along with your remarks*
2. Personal File

2023.145.10

**TO CONSIDER AND APPROVE THE RECOMMENDATION MADE BY THE COMMITTEE CONSTITUTED TO EXAMINE AND RECOMMEND THE HOSTEL FEES TO BE REVISED AND INCORPORATED FROM THE ACADEMIC YEAR 2023-2024 ONWARDS.**

It was observed by the Committee from the available Hostel records that the rates for Hostel Room rent was fixed in the year 2005 with Rs. 900/- per year for PG Students and Rs. 1800/- per year for Ph.D. Scholars and No revision was made after that.

After detailed deliberations, the Committee recommended the revision of Hostel rates as follows:

1. The Hostel room rent to be **increased** from Rs. 900/- to Rs. 1000/- per year for the PG students and Rs. 1,800/- to Rs. 2,000/- per year for Ph.D. Students respectively.
2. **“Hostel Maintenance Charges”** (HMC) to be introduced incorporating Electricity, Water and Maintenance, Internet connection charges and the same will be collected and maintained by the office of Hostel. The electricity and water charges collected from the Hostellers will be transferred to Engineering section under “Electrical Account” and maintenance charges to be used towards Hostel maintenance work.

<b>A. Hostel Fees for Indian Students</b>					
<b>Sl. No.</b>	<b>Type of Fee</b>	<b>Existing Rate for PG Students</b>	<b>Revised Rate for PG Students</b>	<b>Existing Rate for Ph.D Scholars</b>	<b>Revised Rate for Ph.D Scholars</b>
1.	Hostel Caution Deposit -Refundable (One Time)	Rs. 3000/-	No Change	Rs. 3000/-	No Change
2.	Establishment Charges (One Time)	Rs. 300/-	No Change	Rs. 300/-	No Change
3.	General Amenities Fund	Rs. 700/- Per Annum	No Change	Rs. 700/- Per Annum	No Change
4.	Room Rent	Rs. 900/- Per Annum	Rs. 1000/- Per Annum	Rs. 1800/- Per Annum	Rs. 2000/- Per Annum

**Note:** Room Rent & General Amenities Fund will be liable to increase upto 10% annually.

<b>B. Maintenance Charges</b>					
<b>Sl. No</b>	<b>Type of Charges</b>	<b>Existing Rate for PG Students</b>	<b>Revised Rate for PG Students</b>	<b>Existing Rate for Ph.D Students</b>	<b>Revised Rate for Ph.D Scholars</b>
1.	Water Charges	Nil	Rs. 100/- Per Annum	Nil	Rs. 100/- Per Annum
2.	Electrical Charges	Nil	Rs. 750/- Per Annum	Nil	Rs. 750/- Per Annum
3.	Maintenance Charges	Nil	Rs. 100/- Per Annum	Nil	Rs. 200/- Per Annum

**Note:** The above Charges will be liable to increase upto 10% annually.

- It is recommended to introduce the Caution deposit, Establishment Charges, GAF Charges and Hostel Maintenance charges for Foreign Student Hostel residents and to increase the rent for the Foreign students Hostel residents by 10% of existing charges. Guest charges for short term visit by International scholars to be increased from Rs. 250/-per day to Rs.500/-per day as per below table:

<b>C. Hostel Fees for Foreign Students</b>			
<b>Sl. No.</b>	<b>Type of Fee</b>	<b>*Existing</b>	<b>Revised</b>
1.	Hostel Caution Deposit-Refundable (One Time)	Nil	Rs. 6000/-
2.	Establishment Charges (One Time)	Nil	Rs. 300/-
3.	General Amenities Fund	Nil	Rs. 1400/- per annum
4.	Room Rent - <b>Single Seater</b> Air conditioned (AC) Room	Rs. 4000/- per month	Rs. 4400/- per month
5.	Room Rent for – <b>Twin Sharing</b> Air conditioned (AC) Room	Rs. 2000/- per month	Rs. 2200/- per month
6.	Room Rent - <b>Single Seater</b> Non AC Room	Rs. 2000/- per month	Rs. 2200/- per month
7.	Room Rent - <b>Twin Sharing</b> - Non AC Room	Rs. 1000/- per month	Rs. 1100/- per month
8.	International casual short time visitors / scholars staying for less than 30 day	Rs. 250/- per day	Rs. 500/- per day

**Note :** Room Rent & General Amenities Fund will be liable to increase upto 10% annually.

<b>D. Maintenance Charges</b>			
<b>SL. NO.</b>	<b>TYPE OF CHARGES</b>	<b>Existing</b>	<b>Revised</b>
<b>1.</b>	Water Charges	Nil	Rs. 100/- Per Annum
<b>2.</b>	Electrical Charges	Nil	Rs. 750/- Per Annum
<b>3.</b>	Maintenance Charges	Nil	Rs. 100/- Per Annum

**Note :** The above charges will be liable to increase upto 10% annually.

4. It is also recommended that all the residents of the Hostel must pay the charges as per revised rates directly to the Hostel office at the time of admission along with other semester fees. **Students presently exempted under different category (SC/ST, PH, SAF etc.) can claim it from their respective Funding agencies/Fellowship/Award they obtained.**
5. It is decided to re-introduce the **room rent for the Girl students** on par with Boys Hostellers.
6. The Fee collected towards the Hostel Room rent, General Amenities Fund and Hostel Maintenance Charges to be increased upto 10% annually henceforth.
7. A separate **Corpus Fund** would be created and maintained by the Hostel Office to transfer upto 30% of the amount collected under GAF and the GAF will be utilised for payment of salary to Mess Managers, Hostel Annual Day celebrations, Recreational Amenities and to support hostellers clubs for extracurricular activities of like purchase of sports equipments, newspaper etc.,)

Submitted for consideration and Approval of the Council.

Minute of the Meeting of the Committee to examine and recommend the hostel fees to be incorporated in the proposed revised draft of rules and regulations for the University Hostels held at 11:00 a.m on 14.07.2022 at the office of Chief Warden (boys Hostels), Cv Raman Hostel, Pondicherry University

**Members Present:**

- |                            |                 |
|----------------------------|-----------------|
| 1. Prof D Lazar            | Chairperson     |
| 2. Prof Rajeswari Seshadri | -Member         |
| 3. Dr Alok Sharan          | Member          |
| 4. Dr Sudesh Pundir        | -Member         |
| 5. Shri Ajai Babu          | Member          |
| 6. Shri Moti Chand Prasad  | -Member         |
| 7. Er Mourugavelou V       | Special Invitee |

The committee reconvened to finalise the hostel fees

As per the estimate submitted by the Engineering wing following are the details of the expenses that would be incurred under the different heads

- Average electricity charges estimated per hosteller in non A/C room – Rs218/- per month
- Water Charges per hosteller – Rs10/- per month
- Expenditure towards maintenance of hostels(Boys and Girls) under GAF funds in the year 2020-21 and 2021-22 is approximately Rs 36,00,368/-. For approximate 4400 residents (boys and girls) in hostel it comes to about Rs 409/- per year per student.

Committee also noted as per the available Hostel Records the office collects prevailing rates of Rs 900/- per year from PG Students and Rs 1800/- per year from PhD Scholar, respectively which was fixed in the year 2005.

After detailed deliberations, the committee recommends the hostel fees as per the **Annexure I and II.**

- It has decided to **introduce "Hostel Maintenance Charges"** incorporating Electricity, Water and maintenance, internet connection charges to be collected and maintained by Hostel Office. The electricity and water charges collected from hostellers will be transferred to engineering section "electrical account" and maintenance charges to be used towards Hostel Maintenance work.
- It also recommends that **Hostel Room Rent to be increased from Rs 900/- to Rs 1000/- per year for PG Students and also increase Rs 1800/- to Rs 2000/- per year for PhD Scholar** respectively.
- It also recommends **increase of room rent for foreign student hostel residents by 10% of the existing charges.** Guest Charges for short term visit by international scholars to be increased from Rs 250/- per day to Rs 500/- per day as per the Annexure II.
- It also recommends **introduction of Caution Deposit, Establishment Charges, GAF Charges, and Hostel Maintenance charges for Foreign Student Hostel residents.**

*[Handwritten Signature]*

Minute of the Meeting of the Committee to examine and recommend the hostel fees to be incorporated in the proposed revised draft of rules and regulations for the University Hostels held at 11:00 a.m on 14.07.2022 at the office of Chief Warden (boys Hostels), Cv Raman Hostel, Pondicherry University

**Members Present:**

- |                            |                  |
|----------------------------|------------------|
| 1. Prof D Lazar            | -Chairperson     |
| 2. Prof Rajeswari Seshadri | -Member          |
| 3. Dr Alok Sharan          | -Member          |
| 4. Dr Sudesh Pundir        | -Member          |
| 5. Shri Ajai Babu          | -Member          |
| 6. Shri Moti Chand Prasad  | -Member          |
| 7. Er Mourougavelou V      | -Special Invitee |

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Committee also noted as per the available Hostel Records the office collects prevailing rates of Rs 900/- per year from PG Students and Rs 1800/- per year from PhD Scholar, respectively which was fixed in the year 2005.

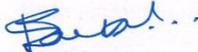
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- It also recommends that **Hostel Room Rent to be increased from Rs 900/- to Rs 1000/- per year for PG Students and also increase Rs1800/- to Rs 2000/- per year for PhD Scholar** respectively.
- It also recommends **increase of room rent for foreign student hostel residents by 10%** of the existing charges. Guest Charges for short term visit by international scholars to be increased from Rs 250/- per day to Rs 500/- per day as per the Annexure II.
- It also recommends **introduction of Caution Deposit, Establishment Charges, GAF Charges, and Hostel Maintenance charges for Foreign Student Hostel residents.**

*[Handwritten Signature]*

5. It also recommends that all the residents of hostel must pay the charges as per the **annexure**. Students presently exempted (like SC/ST, PH, SAF etc) under different category can claim it from their respective Funding agencies/ Fellowship/ Award they obtained.
6. It also requests **the administration to introduce the room rent for the girl students** on par with Boys Hostellers.
7. It also strongly recommends that the fees collected towards the Hostel Room rent, General Amenities Fund and Hostel Maintenance Charges be increased upto 10% annually henceforth.
8. A separate **Corpus Fund** should be created and maintained by Hostel office to transfer upto 30% of the amount collected under GAF. (General Amenities funds is used for payment salary of Mess mangers, Hostel Annual Day Celebrations, Television and support different clubs and extracurricular activities of hostellers like sports equipments, newspaper, expenses by hostel office etc.)

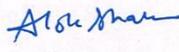
The meeting ended with Vote of Thanks to the Chair.



Prof D Lazar



Prof Rajeswari Seshadri



Dr Alok Sharan



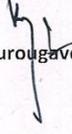
Dr Sudesh Pundir



Shri Ajai Babu



Shri Moti Chand Prasad



Er Mourougavelou V

## RECOMMENDATIONS OF THE HOSTEL FEE COMMITTEE FOR REVISION OF HOSTEL FEES

## HOSTEL FEES

Hostel Fees for Indian Students					
SL. NO.	TYPE OF FEE	Existing for PG Students	Revised for PG Students	Existing for PhD. Students	<sup>Revised</sup> Existing for PhD. Students
1.	Hostel Caution Deposit-Refundable (One Time)	Rs. 3000/-	No Change	Rs. 3000/-	No Change
2.	Establishment Charges (One Time)	Rs. 300/-	No Change	Rs. 300/-	No Change
3.	General Amenities Fund	Rs. 700/- Per Annum	No Change	Rs. 700/- Per Annum	No Change
4.	Room Rent	Rs. 900/- Per Annum	Rs. 1000/- Per Annum	Rs. 1800/- Per Annum	Rs. 2000/- Per Annum

**Note :** Room Rent & General Amenities Fund will be liable to increase upto 10% annually.

## MAINTENANCE CHARGES

SL. NO.	Type of Charges	Existing for PG Students	Revised for PG Students	Existing for PhD. Students	<sup>Revised</sup> Existing for PhD. Students
1.	Water Charges	Nil	Rs. 100/- Per Annum	Nil	Rs. 100/- Per Annum
2.	Electrical Charges	Nil	Rs. 750/- Per Annum	Nil	Rs. 750/- Per Annum
3.	Maintenance Charges	Nil	Rs. 100/- Per Annum	Nil	Rs. 200/- Per Annum

**Note :** The above Charges will be liable to increase upto 10% annually.

*Handwritten signatures and initials in blue ink, including "Alok Kumar", "S.P.", and several other illegible signatures.*

## RECOMMENDATIONS OF THE HOSTEL FEE COMMITTEE FOR REVISION OF HOSTEL FEES

## HOSTEL FEES

Hostel Fees for Foreign Students			
SL. NO.	TYPE OF FEE	* Existing	Revised
1.	Hostel Caution Deposit- Refundable (One Time)	Nil	Rs. 6000/-
2.	Establishment Charges (One Time)	Nil	Rs. 300/-
3.	General Amenities Fund	Nil	Rs. 1400/- per annum
4.	Room Rent - <b>Single Seater</b> Air conditioned (AC) Room	Rs. 4000/- per month	Rs. 4400/- per month
5.	Room Rent for - <b>Twin Sharing</b> Air conditioned (AC) Room	Rs. 2000/- per month	Rs. 2200/- per month
6.	Room Rent - <b>Single Seater</b> Non AC Room	Rs. 2000/- per month	Rs. 2200/- per month
7.	Room Rent - <b>Twin Sharing</b> - Non AC Room	Rs. 1000/- per month	Rs. 1100/- per month
8.	International casual short time visitors / scholars staying for less than 30 day	Rs. 250/- per day	Rs. 500/- per day

\* **Authority** : Vide Circular No. PU/AS-II/Aca-10/SW/2012-13/516 dated 13.09.2012

**Note** : Room Rent & General Amenities Fund will be liable to increase upto 10% annually.

## MAINTENANCE CHARGES

SL. NO.	TYPE OF CHARGES	Existing	Revised
1.	Water Charges	Nil	Rs. 100/- Per Annum
2.	Electrical Charges	Nil	Rs. 750/- Per Annum
3.	Maintenance Charges	Nil	Rs. 100/- Per Annum

**Note** : The above charges will be liable to increase upto 10% annually.

*Atul Kumar*    

MINUTES OF MEETING OF THE COMMITTEE TO EXAMINE AND RECOMMEND THE HOSTELS FEES TO BE INCORPORATED IN THE PROPOSED REVISED DRAFT OF RULES & REGULATIONS FOR THE UNIVERSITY'S HOSTELS, MEETING HELD AT 11.30 AM ON 12.07.2022 AT THE OFFICE OF CHIEF WARDEN (BOYS HOSTELS), C.V. RAMAN HOSTEL, PONDICHERRY UNIVERSITY

MEMBERS PRESENT:

- 1) Prof. D. Lazar, Finance Officer - Chairperson
- 2) Prof. Rajeshwari Seshadri, Deptt. of Mathematics - Member
- 3) Dr. Alok Sharan, Chief Warden, Boys' Hostels - Member
- 4) Dr. Sudesh Pundir, Chief Warden, Girls' Hostels - Member
- 5) Shree Ajai Babu, Deputy Registrar (P&D) - Member
- 6) Shree Moti Chand Prasad, Deputy Registrar (Hostels) - Member
- 7) Er. Mourougavelou V., AE (Electrical) & Head i/c Engineering Wing - Special Invitee

At the outset, the Chairman welcomed all the Committee members present. The following were resolved:

AGENDA :

To examine and recommend the hostels fees to be incorporated in the proposed revised Draft of Rules & Regulations for the university's hostels

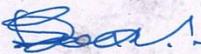
RESOLUTIONS :

After detail deliberations, all the members unanimously recommended the following :

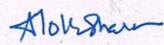
- (1.) To ease out the problems of frequent complaints raised by the students against quality & quantity of food being served by the caterers in messes, the university may go for model of 'Food Court' on the campus premises so as to facilitate the campus community especially students to get their choice-based food on payment basis
- (2.) All the university canteens shall be opened as early as possible so as to restrict the students <sup>going</sup> ~~to go~~ out of the university and dine unhealthy food in the restaurants
- (3.) In order to justify the amount of hostel fees, the committee sought the following data from the Engg. Wing under different heads :
  - (i) Actual consumption of electricity charges to be charged from ~~per~~ hosteller
  - (ii) Water charges per hosteller
  - (iii) Overall cost of regular repair & maintenance undertaken in hostels

It was decided to continue the meeting on Thursday on July 14, 2022 at 11.00 AM to finalise the hostel fees.

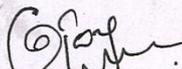
The meeting ended with a Vote of thanks to the Chair

  
Prof. D. Lazar

  
Prof. Rajeshwari Seshadri

  
Dr. Alok Sharan

  
Dr. Sudesh Pundir









**PONDICHERRY UNIVERSITY**

(A Central University)

**BOYS HOSTELS OFFICE**

**MOTI CHAND PRASAD**  
**Deputy Registrar (Hostels)**  
**Email: [drhostels@pondiuni.edu.in](mailto:drhostels@pondiuni.edu.in)**

**C.V. Raman Hostels Office**  
**R. Venkatraman Nagar**  
**Kalapet, Puducherry- 14**

**PU/BHs/DR/2022-2023/202**

**Date: 13.07.2022**

**MEETING NOTICE**

A meeting is scheduled to be held on 14<sup>th</sup> July 2022 (Thursday) at 11.00 A.M in the chamber of the Chief Warden (Boys) C.V.Raman Hostel, Pondicherry University to examine and recommend on hostel fees proposed to be included in the Revised Hostels Rules & Regulations.

Kindly, make it to convenient to attend the meeting.

Thanking you,

Yours faithfully,



13-07-2022

**DEPUTY REGISTRAR -BOYS HOSTELS**

**Copy to all the following members:**

- 1) Finance Officer - Chairman
- 2) Prof.Rajeswari Seshadri, Dept of Mathematics - Member
- 3) Chief Warden - Boys Hostel - Member
- 4) Chief Warden - Girls Hostel - Member
- 5) Deputy Registrar (Planning & Development) - Member
- 6) Deputy Registrar (Hostels) - Member
- 7) AE (Electrical) & Head i/c, Engineering Wing - Special Invitee



**PONDICHERRY UNIVERSITY**

(A Central University)

**BOYS HOSTELS OFFICE**

**MOTI CHAND PRASAD**  
**Deputy Registrar (Hostels)**  
**Email: drhostels@pondiuni.edu.in**

**C.V. Raman Hostels Office**  
**R. Venkatraman Nagar**  
**Kalapet, Puducherry- 14**

**PU/BHs/DR/2022-2023/ 195**

**Date: 08.07.2022**

To

**All the Members of the Committee,**  
Pondicherry University,  
Puducherry- 605 014.

Sir,

***Sub: PU-Hostels- Constitution of Committee to examine and recommend on hostel fees proposed to be included in the Revised Hostels Rules & Regulations - Reg. Ref: Our Note No.PU/BHs/CW/2022-23/163, dated 23.06.2022.***

\*\*\*

This is to inform to all concerned that the Committee has been constituted with the following composition to examine and recommend on hostel fees proposed to be included in the Revised Hostels Rules & Regulations.

- 1) Finance Officer - Chairman
- 2) Prof.Rajeswari Seshadri, Dept of Mathematics - Member
- 3) Chief Warden - Boys Hostel - Member
- 4) Chief Warden - Girls Hostel - Member
- 5) Deputy Registrar (Planning & Development) - Member
- 6) Deputy Registrar (Hostels) - Member
- 7) AE (Electrical) & Head i/c, Engineering Wing - Special Invitee

A meeting is scheduled to be held on **12<sup>th</sup> July 2022(Tuesday)** at **11.30 A.M** in the **chamber of the Chief Warden (Boys) C.V.Raman Hostel, Pondicherry University.**

Kindly, make it to convenient to attend the meeting.

Thanking you

Yours faithfully,

**DEPUTY REGISTRAR -BOYS HOSTELS**

**TO CONSIDER AND APPROVE THE DETAILED REPORT ON THE CVC REFERRED COMPLAINT AGAINST PROF. S. HARIHARAN, FORMER DIRECTOR, UGC – HUMAN RESOURCE DEVELOPMENT CENTRE (HRDC) AND PROFESSOR, DEPARTMENT OF MANAGEMENT STUDIES, SCHOOL OF MANAGEMENT, PONDICHERRY UNIVERSITY, PUDUCHERRY FOR SUBMISSION TO THE MINISTRY OF EDUCATION AND CENTRAL BUREAU OF INVESTIGATION**

Shri. Navin Kumar, Under Secretary(CU-I), Department of Higher Education, Ministry of Education, New Delhi in his letter F.No. 39-21/2022-CU-I, dated 14.11.2022, enclosing letter no:CA0322022A0006-CBI-ACB-Chennai/2722/2553 dated 23.06.2022(Encl. I) has informed that the ACB Chennai branch has requested to grant approval of the Competent Authority to conduct enquiry or investigation against Dr. S. Hariharan who was officiating as Director, HRDC during 2008 to 2016. In view of the above, Under Secretary has requested to get the approval of Competent Authority as desired by ACB Chennai branch, under section 17A of PC act 1988.

In this connection, the brief facts of the case are as follows:

The Ministry of Human Resource Development, Vigilance Wing vide Letter No. F.No. 39-6/2015 – Desk (U) dated 13.07.2015 had forwarded the CVC referred complaint made to CVC against Prof. S. Hariharan regarding the alleged misappropriation of funds by Prof. S. Hariharan while he was the Director of HRDC during the period from 2008 to 2016.

The University taking cognisance of the CVC referred complaint has immediately acted upon the CVC referred complaint by seeking specific and detailed remarks on each allegation with relevant supporting materials from Dr. S. Hariharan vide letter dated 04/12/2015. The explanations along with enclosures have been forwarded to the Ministry of Education.

The subject matter was discussed by the Executive Council of the University from time to time for consideration on the further course of action and decision. The details of such EC agenda and resolutions are given below.

Sl. No.	Particulars	Total No. of Pages
1.	Resolution of 120 <sup>th</sup> Executive Council Meeting held on 23.02.2016 vide Resolution No. 2016.120.95 (Encl. II)	2
2.	Resolution of 121 <sup>st</sup> Executive Council Meeting held on 05.05.2016 vide Resolution No. 2016.121.109 (Encl. III)	2

.....2/-

3	Resolution of 121 <sup>st</sup> Executive Council Meeting held on 05.05.2016 vide Resolution No. 2016.121.127 (Encl. IV)	2
4.	Resolution of 136 <sup>th</sup> Executive Council Meeting held on 10.10.2019 vide Resolution No. 2019.136.32 (Encl. V)	4
5.	Resolution of 137 <sup>th</sup> Executive Council Meeting held on 24.02.2020 vide Resolution No. 2020.137.52 (Encl. VI)	10
6.	Resolution of 142 <sup>nd</sup> Executive Council Meeting held on 19.03.2022 vide Resolution No. 2022.142.07 (Encl. VII)	4
7.	Resolution of 143 <sup>rd</sup> Executive Council Meeting held on 17.06.2022 vide Resolution No. 2022.143.20 (Encl. VIII)	4

Copies of the agenda items and resolutions of the Executive Council are enclosed herewith for ready reference.

To thoroughly enquire and examine on the alleged irregularities and misappropriation reported against Prof. S. Hariharan, the University has constituted various committees as detailed below:

Sl. No.	Particulars
1.	Committee headed by Dr. G. Anjaneya Swamy, Dean, School of Management, Pondicherry University.
2.	Committee headed by Prof. R.S. Bawa, Vice-Chancellor, Chandigarh University.
3.	Committee headed by Prof. B.B. Mohanty, Dean, School of Social Sciences & International Studies, Pondicherry University.
4.	Three member High Level Committee headed by Prof. John Varghese, Principal, St. Stephen's College, New Delhi.

It is relevant to point out that the complainant Shri. M. Souceraj failed to appear before the committees though he was given sufficient opportunity for personal hearing. The first Enquiry Committee submitted its report that the allegations are vague without substance and has recommended for closing the enquiry against Dr. S. Hariharan. However, based on the instructions of the Ministry of Education, the University constituted the Second Committee. While the University was taking follow-up action on the observations made by the Second Committee and on the instructions of the Ministry of Education, more particularly relating to verification of bills and vouchers from the Finance Section based on the report of the Internal Audit Wing, the Ministry of Education in its letter dated 24/12/2019 (Encl. IX) informed the University that the CVC in agreement with CVO MHRD has advised closure of the case against Dr. S. Hariharan.

.....3/-

However, the Vigilance Section of Ministry of Education has requested the University to look into the irregularity in payment of Honorarium and TA to resource person. Again in letter dated 15/05/2020, the Ministry of Education informed the University that the CVC in agreement with the CVO has advised closure of the case as against Dr. S. Hariharan. But the Ministry was insisting on the report of the University.

In the meantime, Prof. S. Hariharan retired from service on 31/12/2019 on attaining the age of superannuation, pending CVC proceedings. But the University was not in a position to release the pensionary benefits for the reason that the CVC case was pending against him. Only on 05/02/2020 he was sanctioned provisional pension. The same was approved by the Executive Council held on 24/02/2020 wherein the Executive Council has resolved vide Resolution No.2020.137.52 dated 24/02/2020 to continue the provisional pension and withhold a sum of Rs. 40 Lakhs out of his retirement benefits until clearance from the CVC/MHRD, based on the report submitted by the Additional IAO to the tune of Rs.26,07,202/-.

The IAO Report and the allegations of misappropriation against Dr. S. Hariharan was referred to a Two Member Committee.

This two-member committee has submitted its report on 03.02.2021. In this report, the committee has pointed out that the Finance & Accounts Section had failed to raise any objections or had failed to seek clarifications or justifications when he had submitted the Adjustment Bills along with the vouchers. The committee has recommended that:

The discrepancies levelled against Prof. S. Hariharan may be resolved by seeking further clarifications on the following four issues such as

1. Excess payment of Honorarium	-	Rs. 81,500/-
2. Claim of Travelling Allowance	-	Rs. 2,87,898/-
3. Expenditure on VC's Conference	-	Rs. 33,159/-
4. Inclusion of amount in two places	-	Rs. 14,989/-
<b>Total</b>	-	<b>Rs. 4,17,546/-</b>

Based on the responses and explanations of Prof. S. Hariharan, the quantum of charges may be fixed

**AND**

The University may withhold the amount of Rs. 4,17,546/- under the above mentioned four heads of discrepancies.

.....4/-

The committee's recommendations were not conclusive either on the exoneration or misappropriation on the part of Prof. S. Hariharan. The committee has narrowed down the discrepancies to the tune of Rs. 4,17,546/- instead of Rs. 26,07,202/-. Hence, an amount of Rs. 4,17,546/- was withheld from the Retirement Gratuity of Rs. 20,00,000/- and the balance amount of Rs.15,82,454/- was provisionally released to him based on the recommendations of the two-member committee. Further, when the findings of the committee have not exonerated Prof. S. Hariharan from the discrepancies and recommended for seeking further clarifications from him, commutation of pension was also withheld as per the CCS Pension Rules.

Prof. S. Hariharan has been continuously requesting the University to release the withheld amount of Gratuity and Commuted Value of Pension. He has also given his explanation / remarks on the procedural lapses on the four heads as pointed out by the two-member committee.

The remarks / justifications of Prof. S. Hariharan were submitted to the two-member committee and the committee recommended that it would be appropriate if a retired Finance Officer of Pondicherry University / any other University could be assigned to go into the facts of the case and give suitable recommendations. Accordingly, the University authorities appointed former Finance Officer Shri. S. Raghavan, IA&AS (Retd.) for this purpose.

Shri. S. Raghavan visited Pondicherry University on 21.12.2021 and verified all the relevant files and records. He sought additional information and went through all the documents related to the case. He examined the replies / clarifications given by Prof. S. Hariharan and submitted his report to the Vice-Chancellor on 24.01.2022. In the report Shri. S. Raghavan has concluded that he did not find any irregularity and there is no procedural irregularity / misappropriation / loss / excess payment / fraudulent payment / wrongful payment. The report was further examined by the AIAO and he has given item wise rejoinder to the conclusions arrived by Shri. S. Raghavan and has reiterated that the irregularity to the tune of Rs. 26,07,202/- persist.

The Executive Council in its 142<sup>nd</sup> meeting held on 19.03.2022 discussed the CVC referred complaint, reports of the committees and the explanations of Prof. S. Hariharan and further resolved to constitute a three-member High Level Committee to examine and submit a report within three weeks with the following Executive Council members.

.....5/-

- 5 -

- 1) Prof. John Varghese - Chairman  
Principal  
St. Stephen's College  
Subhir Bose Marg, Delhi - 110 007
- 2) Prof. E. Murugan - Member  
Director, Guindy Campus  
Professor & Head  
Department of Physical Chemistry  
School Chemical Sciences  
University of Madras  
Guindy Campus, Guindy  
Chennai - 600 025.
- 3) Prof. Saneem Fatima - Member  
Dean  
School of Commerce &  
Business Management &  
Dean, Academic Affairs  
Maulana Azad National Urdu University  
Gachibowli, Hyderabad - 500 032.
- 4) Shri. M.P.T. Sagayaraja - Shall Assist the Committee  
Deputy Registrar (Admn.)  
Pondicherry University.

The above said High Level Committee met on 16.04.2022, 23.04.2022, 24.04.2022, 25.04.2022, 14.06.2022 and 15.06.2022. This High Level Committee went through all relevant documents including files, records, note sheets, vouchers, Utilization Certificates, Statements of Expenditure, bank records, books of accounts, internal audit reports, replies received from Prof. S. Hariharan, reports / recommendations of all previous committees. The High Level Committee referred the issues for verification by an independent Auditor:

Shri. Viji Joseph (Auditor)  
G Joseph & Co.  
Chartered Accountants  
G 4, Parkland Apartments  
#8, Natan Street, Chetpet  
Chennai - 600 031.

.....6/-

Accordingly, Shri. Viji Joseph, Chartered Accountant came to the University with his team of G Joseph & Co (Chartered Accountants), Chennai on 25 & 26.05.2022 and examined all the documents and has given his detailed report in a sealed cover to the Chairman of High Level Committee on 04.06.2022.

Subsequently, the High Level Committee requested the presence of the following officials / complainant to appear physically before the committee with available relevant records on 14.06.2022.

1. Shri. S. Raghavan  
IA & AS (Retd.)  
Former Finance Officer, Pondicherry University  
3/1, Muthamizh Street, Ponniamman Nagar  
Chittlapakkam, Chennai – 600 004.
2. Shri M. Balu  
Additional Internal Audit Officer  
Internal Audit Wing, Vice-Chancellor's Secretariat  
Pondicherry University, Puducherry – 605 014.
3. Dr. Panch. Ramalingam  
Associate Professor, UGC – HRDC  
Pondicherry University, Puducherry – 605 014.
4. Dr. S. Hariharan  
Professor (Retd.)  
G1, Plot No. 13, Avia Enclave  
Balakrishna Street  
Nanmangalam, Chennai – 600 117.
5. Shri. M. Souceraj, B.A., LLB  
# 41, Villianur Road  
Murungapakkam, Puducherry-605 004.

All the four officials physically appeared before the committee on 14.06.2022 and deposited their statements as requested by the committee.

**The complainant Shri. M. Souceraj did not appear before the committee as was the case in all previous committees.**

.....7/-

The committee made its deliberations on 15.06.2022 based on all facts and figures, reports and records, Statement of Reports given by various authorities and officials and the report of the certified auditor to the Chairman of High Level Committee and made its final recommendations in the form of a report to the Vice-Chancellor in a sealed cover.

The Report of the Committee along with enclosures was placed before the Executive Council in its meeting held on 17.06.2022 for consideration and final decision in this regard.

The Executive Council vide Resolution No. 2022.143.20 dated 17.06.2022 resolved to approve the recommendations of the High Level Committee and to take appropriate action.

The High Level Committee concluded that there is an excess of Rs.33,000/- paid towards honorarium. The excess of Rs. 47,444/- relating to travelling allowance is more of a procedural and documentation mistake, lapse and errors.

Accordingly, a sum of Rs.80,444/- was deducted towards irregularity in payment of Honorarium and TA (sums of Rs. 33,000/- + Rs. 47,444/-) as per the findings of the High Level Committee from the terminal benefits due to Prof. S. Hariharan and the balance amount of terminal benefits has been released to him. The details of payment of terminal benefits made to him are as follows (Encl. X-XIII):

1. Gratuity	-	Rs. 20,00,000/-
<b>Less:</b>		
Irregularity in payment of Honorarium and TA	-	Rs. 80,444/-
		<hr/>
<b>Balance paid</b>	-	<b>Rs.19,19,556/-</b>
		<hr/>
2. Pension	-	Rs. 1,05,900/-per month
3. Commuted Value of Pension	-	Rs. 38,58,657/-
4. Residual Pension after Commutation	-	Rs. 63,540/- per month (1,05,900 – 42,360)
5. Normal rate of Family Pension	-	Rs. 63,540/- per month
6. Enhanced rate of Family Pension	-	Rs. 1,05,900/- per month
7. EL & HPL Encashment (196 & 104 days)	-	Rs. 20,48,529/-

.....8/-

Further, an I.D. Note has been sent to the Finance Officer of the University along with all relevant reports and records for his information, records and strict compliance.

At this juncture the Under Secretary, Dept. of Higher Education, Ministry of Education, Govt. of India, New Delhi has requested sanction of prosecution against Sri. S. Hariharan then Director, Human Resource Development Centre, Pondicherry University under Section 17 A of Prevention of Corruption Act, 1988 (as amended in 2018) as desired by the Anti-Corruption Branch, Central Bureau of Investigation, Chennai with a request of approval of competent authority to conduct enquiry or inquiry or investigation against Shri. S. Hariharan who was officiating as Director, Human Resource Development Centre, Pondicherry University during 2008 to 2016. The Competent Authority for issuing sanction of prosecution against the retired Professor Dr. S. Hariharan, is the Executive Council.

From the foregoing paragraphs it may be seen that the University has thoroughly examined the CVC reference received against Prof. S. Hariharan without any favour or bias. It was the Ministry of Education vide letter dated 24.12.2019 and 15.05.2020 has informed the University conveying the closure of the CVC case against Dr. S. Hariharan by the CVC. After receipt of the two communications also the University proceeded with examination of the case by a High Level three member committee which sought the case to be examined by an independent qualified Chartered Accountant and appropriate action of recovery from the retirement benefit has been made thus arriving at a logical conclusion.

The Executive Council which is the Competent Authority for sanction of prosecution of Dr. S. Hariharan after satisfying itself on the logical conclusion arrived at, on thorough examination of the case in its entirety by the High Level Committee and its recommendations made thereupon, had approved the recommendations of the High Level Committee for appropriate action vide resolution No:2022.143.20 dated 17.06.2022. In pursuance of the approval accorded by the Executive Council a sum of Rs.80,444/- has been deducted from the terminal benefits of Dr. S. Hariharan.

In view of the Competent Authority i.e. the Executive Council, taking a conscious decision to accept the recommendations of the High Level Committee which was corroborated by the report of an Independent Qualified Chartered Accountant, this detailed report is submitted to the Executive Council for consideration and suitable decision in the matter.

Submitted for consideration please.

**ANNEXURE-V**

2023.145.12

**TO CONSIDER THE REQUEST OF DR.M.BALAMURUGAN, ASSOCIATE PROFESSOR, SCHOOL OF EDUCATION, TO RESTORE HIS ORIGINAL POSITION OF PROFESSOR FOR HAVING COMPLETED THE PUNISHMENT PERIOD OF TWO YEARS AS PER SHPC RECOMMENDATION:**

The Sexual Harassment Prevention Committee after conducting enquiry on the complaint lodged against Dr.M. Balamurugan, Professor, School of Education found him guilty of sexual harassment and recommended to impose the penalty of:-

(i)“Reversion / Demotion” upon Dr.M. Balamurugan from Professorship to Associate Professor for a period of two years with cumulative effect.

(From the list of penalties for such misbehavior as provided under clause 6.1(e) of the order. governing the code of conduct and Discipline for Protection of women against Sexual Harassment for Teaching staff).

However, the Executive Council which is the Competent authority vide Res. No.2020.138.06 dated 08.06.2020(**Enclosure – I**) has resolved that:-

- ❖ Issue a letter of warning that in case any repeated recurrence of such a behavior, he will be terminated forthwith.
- ❖ He is demoted as Associate Professor
- ❖ No candidate will be allowed to be guided by him and
- ❖ He will not be considered for any kind of administrative positions in this in future.

In pursuance of the resolution of the Executive Council, the penalty of reduction was imposed upon Dr.N. Balamurugan, Professor vide this Office Order no.PU/Estt.(T)/ET-2/2020-21/1265, dt.13.07.2020 (**Enclosure – II**) as follows:-

**Warning issued:-**

- ❖ Reverted / Demoted to the post of Associate Professor in the School of Education alongwith warning not to repeat in future.
- ❖ No candidate will be allowed to be guided by him and
- ❖ He will not be considered for any kind of Administrative position in the University.

Now, Dr.M. Balamurugan, Professor vide letter dated 29.09.2022 has requested for restoration of his original position as Professor on expiry of his punishment term as recommended by the SHPC which was over by 12.07.2020 after for two years with cumulative effect.

The Dean, SoE while forwarding his request for restoration of Professorship, has recommended that apart from his general assistance in developing the Dept. for getting recognition of the School from NCTE and introduction of 4 year Integrated Teacher Education professor and indicated that his behavior and co-operation are fine.

**Rule Position:-**

**“As per instructions under FR 29(2) vide DOPT F.No.6/2/2013 dt. 10.12.2013, it has been clarified that if a Govt. servant is reduced as a measure of penalty to a lower service, grade or post or to a lower time scale, the authority ordering the reduction shall specify (a) the period of which the reduction shall be effective and (b) whether or restoration, the period of reduction shall operate to postpone future increment and, if so, to what extent”.(Enclosure – III)**

Hence the request of Dr.M. Balamurugan is submitted for consideration of the council for restoration to the post of Professor on completion of 2 years i.e., from 13.07.2022 and also as to whether the period of reduction shall operate to postpone future increment and to what extent as per FR 29(2).

Submitted for consideration of the Council.

PONDICHERRY UNIVERSITY  
PUDUCHERRY



MINUTES OF THE 138<sup>TH</sup> MEETING OF THE  
EXECUTIVE COUNCIL HELD ON 08.06.2020

2020.138.06 TO CONSIDER AND APPROVE THE  
RECOMMENDATIONS OF THE SEXUAL  
HARASSMENT PREVENTION COMMITTEE ON THE  
COMPLAINT AGAINST DR. M BALAMURUGAN,  
PROFESSOR, SCHOOL OF EDUCATION,  
PONDICHERRY UNIVERSITY, PUDUCHERRY.

*Resolved to*

- *Issue a letter of warning that in case any repeated recurrence of such a behavior, he will be terminated forthwith.*
- *He is demoted as Associate Professor.*
- *No candidates will be allowed to be guided by him and*
- *He will not be considered for any kind of administrative positions in this university in future.*



PONDICHERRY UNIVERSITY  
PUDUCHERRY

Dr. B. CHITHRA  
REGISTRAR (i/c)

Dr. B.R.AMBEDKAR ADMN. BUILDING  
R.V. Nagar, Kalapet, Puducherry – 14.

Ref. No: PU/Estt(T)/ET-2/2020-21/ 1265

Date: 13.07.2020

**OFFICE ORDER No. 565**

**Sub:** PU – Estt(T) – Dr. M. Balamurugan, Professor, School of Education –  
Imposition of Penalty for Sexual Harassment to Women Trainee –  
Reversion/Demotion to the lower post of Associate Professor, School of  
Education of this University– Orders issued – Reg.

- Ref.:** 1. Complaint dated 14-12-2017.  
2. Office Order No.212, dated 12.07.2018.  
3. Report of SHPC dated 02.05.2019.  
4. Executive Council Resolution No. 2020.138.06, dated: 08.06.2020.

\*\*\*\*\*

WHEREAS a Woman M.Ed. Trainee Teacher/Educator, School of Education, Pondicherry University had lodged a complaint with the Women's Cell of Pondicherry University vide E-mail complaint dated 14.12.2017 reporting discrimination, misbehavior and harassment meted to her by Dr. M. Balamurugan who was then Associate Professor (presently Professor) in the same School of the University and the Women Cell had conducted an enquiry on 15.02.2018.

AND WHEREAS the Women 's Cell after careful consideration of the complaint had forwarded the same to the Chairperson, Sexual Harassment Prevention Committee on 07.05.2018 to conduct an enquiry and submit the report, as a prima facie case of sexual harassment was established against the said Dr. M. Balamurugan;

AND WHEREAS the Sexual Harassment Prevention Committee duly examining the case on hand and after conducting the enquiry in a fair manner by giving opportunity to Dr. M. Balamurugan as contemplated under Clause 5 of the Ordinances Governing the Code of Conduct and Discipline for Protection of Women against Sexual Harassment had submitted its report on 02.05.2019 concluding that the complainant had been subjected to sexual harassment as said under Clause 2 (g) of the Ordinances Governing the Code of Conduct and Discipline for Protection of Women against Sexual Harassment and misbaviour of Dr. M. Balamurugan qualifies as sexual harassment under the relevant provisions of the said Ordinances thus recommending the penalty of Reversion/Demotion under Clause 6 of the said Ordinances to be imposed upon Dr. M. Balamurugan;

AND WHEREAS the Executive Council in its 138<sup>th</sup> Meeting held on 08.06.2020 vide Resolution No. 2020.138.06 after due consideration of the observations and recommendations made by the Sexual Harassment Prevention Committee had resolved to impose the penalty of Reversion/Demotion to the post of Associate Professor upon Dr. M. Balamurugan and also resolved to issue a letter of warning that in case any repeated recurrence of such a behavior, he will be terminated forthwith. No candidates will be allowed to be guided by him and he will not be considered for any kind of administrative positions in this University in future;

...2/=

Now Therefore, based on the recommendations of the Sexual Harassment Prevention Committee and in pursuance of the Resolution made by the Executive Council, Dr. M. Balamurugan, Professor, School of Education is hereby (1) Reverted/Demoted to the post of Associate Professor in the School of Education, with immediate effect. (2) Also, No candidates will be allowed to be guided by him and (3) he will not be considered for any kind of administrative positions in this University in future.

(4) Further, Dr. M. Balamurugan is hereby warned that in case of any recurrence of such misbehavior, he will be terminated forthwith.

Pay fixation Order in the post of Associate Professor will be issued separately.

//BY ORDER//

B. Balamurugan

REGISTRAR (i/c)

To

Dr. M. Balamurugan.....Through proper channel  
Professor,  
School of Education,  
Pondicherry University  
Puducherry.

2/3

Copy to:-

1. The Dean, School of Education, PU, Puducherry.
2. The Assistant Registrar, V.C's Secretariat, PU, Puducherry.
3. The Assistant Registrar, Registrar's Secretariat, PU, Puducherry
4. The Controller of Examinations, PU, Puducherry.
5. The Deputy Registrar, Finance Section, PU, Puducherry.
6. Personal file



PONDICHERRY UNIVERSITY  
PUDUCHERRY

K. MAHESH  
ASSISTANT REGISTRAR (ESTT)

Dr. B.R.AMBEDKAR ADMN. BUILDING  
R.V. Nagar, Kalapet, Puducherry – 14.

Ref. No: PU/Estt(T)/ET-2/2020-21 / 1286

Date: 16-09-2020

OFFICE ORDER: No. 604

Sub: PU- Estt(T) – Dr. M. Balamurugan, Professor, School of Education -  
Imposition of Penalty for sexual Harassment to Women Trainee –  
Reversion/Demotion to the lower post of Associate Professor –  
Fixation of pay – Order issued- Reg.,

- Ref: 1. Complaint dated 14.12.2017.  
2. Office order No. 212, dated 12.07.2018.  
3. Report of SHPC dated 02.05.2019.  
4. Executive Council Resolution No.2020.138.06, dated 08.06.2020.  
5) Office order No.565, dated 13.07.2020.

\*\*\*\*\*

In pursuance of the office order issued in the reference fifth cited and as per the approval of the Executive Council fourth cited, Dr. M. Balamurugan, Professor, School of Education has been demoted to the lower post of Associate Professor, School of Education of this University with effect from 08.06.2020 under FR 22 (1) (a) (2) as per the 7<sup>th</sup> CPC in the Academic level-13 (A) and his pay is fixed as follows:-

Date of Reversion/Demotion (As per recommendation by the EC. No.2020.138.06, Dated 08.06.2020)	: 08.06.2020
Pay drawn on 08.06.2020 in the Post of Professor as per 7 <sup>th</sup> CPC in the Academic Level -14.	: Rs. 1,62,300/-
Pay fixed in the Lower post of Associate Professor w.e.f. 08.06.2020 as per the 7 <sup>th</sup> CPC in the Academic Level-13(A) in addition to that personal pay	: Rs.1,61,600/- : Rs. 700/-
Pay as on 01.07.2020	: Rs.1,66,400/-

DNI 01.07.2021

This is issued with the concurrence of the Finance Section.

//BY ORDER//

To

*K. Mahesh*  
ASSISTANT REGISTRAR (ESTT)

Dr. M. Balamurugan ....TPC  
Associate Professor,  
School of Education,  
Pondicherry University.



PONDICHERRY UNIVERSITY  
PUDUCHERRY

K. MAHESH  
ASSISTANT REGISTRAR (ESTT)

Dr. B.R.AMBEDKAR ADMN. BUILDING  
R.V. Nagar, Kalapet, Puducherry - 14.

Ref. No: PU/Estt(T)/ET-2/2020-21 / 1327

Date: 06-11-2020

REVISED OFFICE ORDER: No. 623

Sub: PU- Estt(T) – Dr. M. Balamurugan, Professor, School of Education - imposition of Penalty for sexual Harassment to Women Trainee – Reversion / Demotion to the lower post of Associate Professor – Fixation of pay – Order issued- Reg.,

- Ref: 1. Complaint dated 14.12.2017.  
2. Office order No. 212, dated 12.07.2018.  
3. Report of SHPC dated 02.05.2019.  
4. Executive Council Resolution No.2020.138.06, dated 08.06.2020.  
5. Office order No.565, dated 13.07.2020.  
6. Office order No.604, dated 16.09.2020

\*\*\*\*\*

In partial modification of the office order 6<sup>th</sup> cited above, the demotion of pay of Dr. M. Balamurugan, School of Education with effect from 08.06.2020 may be regularized as per the GOI, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training, dated 18.06.2018 under Rule 11 (vi) of CCS (Conduct) Rule, 1965 in para No. 4-D are as follows:-

Date of Promotion as Professor	: 24.06.2015
Pay at the time of promotion in 13-A	: Rs. 40240 +AGP 9000/-
Pay revision in Pay matrix 13-A	: Rs.1,31,400/-(Maximum)
Pay on 01.07.2016	: Rs.1, 35,300/-
Pay on 01.07.2017	: Rs.1, 39,400/-
Pay on 01.07.2018	: Rs.1, 43,600/-
Pay on 01.07.2019	: Rs.1,47,900/-
Pay on 08.06.2020 i.e on demotion	: Rs. 1, 47,900/-
Pay on 01.07.2020	: Rs. 1,52,300/-
DNI 01.07.2021	

This is issued with the concurrence of the Finance Section.

//BY ORDER//

To  
Dr. M. Balamurugan ....TPC  
Associate Professor,  
School of Education,  
Pondicherry University,  
Puducherry.

*K. Mahesh*  
ASSISTANT REGISTRAR (ESTT)

2/4

Copy to:

1. The Dean, School of Education,
2. The Deputy Registrar, (F&A) ----- With a request to recover if, any excess payment made so far.
3. Personal file.

F.No.6/2/2013-Estt. (Pay-I)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training

New Delhi, the 10<sup>th</sup> December, 2013

**OFFICE MEMORANDUM**

Sub: Notification for amendment of clause (2) of FR 29

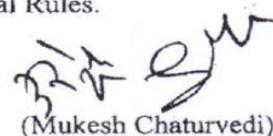
The undersigned is directed to say that the FR 29(2) provided that if a Government servant is reduced as a measure of penalty to a lower service, grade or post or to a lower time scale, the authority ordering the reduction may or may not specify, the period for which the reduction shall be effective. The Rule 11(vi) of the CCS (CCA) Rules, 1965 relating to this penalty was earlier amended vide the Notification No. F.11012/2/2005-Estt (A) dated the 2<sup>nd</sup> February, 2010. Vide the Notification No.G.S.R. 263 dated 27<sup>th</sup> October, 2013 published in the Gazette of India the FR 29(2) has now been amended, in line with the amended CCS (CCA) Rules, 1965, as follows:

- “(2) If a Government servant is reduced as a measure of penalty to a lower service, grade or post or to a lower scale, the authority ordering the reduction shall specify —
- (a) the period for which the reduction shall be effective; and
  - (b) whether, on restoration, the period of reduction shall operate to postpone future increments and, if so, to what extent.
- (3) The Government servant shall regain his original seniority in the higher service, grade or post on his restoration to the service, grade or post from which he was reduced”.

2. All the Ministries / Departments are requested to bring the contents of the aforementioned amendment to the notice of all concerned for information and compliance.

3. Any existing provisions in Disciplinary Rules not in consonance with the above may be amended so that they are not in conflict with the Fundamental Rules.

Encl: As above

  
(Mukesh Chaturvedi)

Deputy Secretary to the Government of India  
Tel.: 23093176

To

1. All Ministries / Departments of Government of India  
NIC, DO&PT – with a request to upload this OM on the Department's website under OMs & Orders (Establishment → Pay Rules) and also under “What is New”.

**MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS**

**(Department of Personnel and Training)**

New Delhi, the 27th October, 2013

**G.S.R. 263.**—In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules further to amend the Fundamental Rules, 1922, namely:-

1. (1) These rules may be called the Fundamental (Amendment) Rules, 2013.
- (2) They shall come into force on the date of their publication in the Official Gazette. In the Fundamental Rules, 1922 in rule 29, for clause (2), the following clauses shall be substituted, namely:-
  - "(2) If a Government servant is reduced as a measure of penalty to a lower service, grade or post or to a lower scale, the authority ordering the reduction shall specify—
  - (a) the period for which the reduction shall be effective; and
  - (b) whether, on restoration, the period of reduction shall operate to postpone future increments and, if so, to what extent.
- (3) The Government servant shall regain his original seniority in the higher service, grade or post on his restoration to the service, grade or post from which he was reduced".

[F.No. 6/2/2013-Estt. (Pay-1)]

MUKESH CHATURVEDI, Dy. Secy.

**Note.** - The principal rules were published in Official Gazette and came into force with effect from 1st January, 1922 and were subsequently amended vide:

1. Ministry of Finance Notification No. 2(a)-E. III/61 dated 1.02.1963 GSR No.253 dated 9.02.1963.
2. Ministry of Finance Notification No. 1(1)-E. III (A)/65 dated 20.01.1965 GSR No. 415 dated 13.03.1965.
3. Ministry of Finance Notification No. 1(25)-E. III(A)/64 dated 30.11.1965 GSR No. not available.
4. Ministry of Finance Notification No. F.1 (25)-E. III(A)/64 dated 1.10.1966 GSR No. 1582 dated 15.10.1966.
5. Ministry of Finance Notification No. 1 (3)-E. III(A)/64 Pt. II dated 18.7.1967 GSR No. not available.
6. Ministry of Finance Notification No. 1(6)-E. III(A)/68 dated 26.04.1968 GSR No. 896 dated 18.5.1968.
7. Ministry of Finance Notification No. 1(25)-E.II(A)/64 dated 27.05.1970 GSR No.1337 dated 12.09.1970.
8. Ministry of Finance Notification No. 18(13)-E. IV(A)/70 dated 29.01.1971 GSR No.178 dated 6.02.1971.
9. Ministry of Finance Notification No. F. 6(2)-E. III(B)/68 dated 20.3.1971 GSR No.481 dated 3.4.1971.
10. Ministry of Finance Notification No. F. 6(28)-E. III(B)/68 dated 23.12.1971 GSR No.61 dated 01.01.1972.
11. Ministry of Finance Notification No. 1(9)-E. III(A)/74 dated 30.10.1974 GSR No.1208 dated 16.11.1974.
12. Ministry of Home Affairs Notification No. 1(6)-P.U.1/79 dated 23.11.1979 GSR No.1449 dated 08.12.1979.
13. Department of Personnel & A. R. Notification No. F. 1(8)-P.U.1/80 dated 29.1.1981 GSR No.154 dated 14.2.1981.
14. Ministry of Home Affairs Notification No.1 /9/79-Estt(Pay-I) dated 6.10.1983 S.O.No. 4102 dated 12.11.1983.
15. Ministry of Home Affairs Notification No. 13/5/84-Estt(Pay-I) dated 17.8.1984 GSR No. not available.

16. Department of Personnel & Training Notification No.13/5/84-Estt(Pay-I) dated 24.9.1985 GSR No. 950 dated 12.10.85.
17. Department of Personnel & Training Notification No. 11/1/85-Estt(Pay-I) dated 24.04.1986 GSR No. 335 dated 10.5.1986.
18. Department of Personnel & Training Notification No. 4/17/88-Estt(Pay-II) dated 23.6.1989 GSR No. 477 dated 15th July, 1989.
19. Department of Personnel & Training Notification No.1/10/89-Estt(Pay-II) dated 30.8.1989 GSR No.679 dated 16.09.1989.
20. Department of Personnel & Training Notification No.1/10/89-Estt(Pay-I) dated 28.11.1990 GSR No.744 dated 15.12.1990.
21. Department of Personnel & Training Notification No.4/3/97-Estt(Pay-II) dated 12.3.1999 GSR No.208(E) dated 15.3.1999.
22. Department of Personnel & Training Notification No.13/6/95-Estt(Pay-I) dated 10.8.2000 GSR No. not available.
23. Department of Personnel & Training Notification No.1/6/97-Estt(Pay-I) dated 30.01.2001. GSR No. not available.
24. Department of Personnel & Training Notification No. 4/1/2009-Estt(Pay-I) dated 21.01.2010 GSR No. not available.

2023.145.13

**TO CONSIDER THE COMMUNICATION DATED 16.01.2023 RECEIVED FROM THE MINISTRY OF EDUCATION FOR SANCTION OF PROSECUTION AGAINST DR. M. RAMACHANDRAN, THE THEN THE REGISTRAR (I/C) PONDICHERRY UNIVERSITY ON THE CBI REPORT IN RC0322020A0028-CBI, ACB CHENNAI DATED 29.12.2021.**

The Under Secretary, Department of Higher Education, Ministry of Education, Govt. of India in Letter No: 39-6/2022-CU-I part dated 16.01.2023 **(ANNEXURE-I)** has requested to grant sanction for prosecution in respect of Dr. M. Ramachandran, the then the Registrar (i/c), Pondicherry University who is involved in the CBI report No: RCO322020A0028-CBI,ACB, Chennai, in view of the following provision contained in the Statutes of the Pondicherry University on appointment of the Registrar of the University (who is appointed by the Vice Chancellor of the Pondicherry University):

**“When the office of the Registrar is vacant or when the Registrar is, by reason of illness, absence, or any other cause, unable to perform the duties of his office, the duties of the office shall be performed by such person as the Vice-Chancellor may appoint for the purpose.”**

Earlier, the request made by the DIG & Head of Branch, Central Bureau of Investigation, Anti Corruption Branch, Chennai vide letter no: No.C1/RCO322020A0028/CBI/ACB/CHN/6140/5869 dt.29.12.2021 **(ANNEXURE-II)** requesting for sanction for prosecution of Dr.Anisa Basheer Khan the then Officiating Vice Chancellor, Pondicherry University and Dr.M. Ramachandran, the then Registrar (i/c), Pondicherry University and others involved in the CBI report No: RCO322020A0028 with reference to the complaint lodged by Shri. Ratna Babu Bolimera, was placed before the Executive Council meeting held on 17.06.2022. The Executive Council vide resolution no: 2022.143.07 dated 17.06.2022 **(ANNEXURE-III)** resolved to consult the Ministry of Education before taking a decision in this regard.

In pursuance of the Executive Council Resolution, the Under Secretary, the Ministry of Education was informed about the resolution made by the Executive Council in the subject matter and was requested for a direction in this regard vide letter dated 24.06.2022. **(ANNEXURE-IV)**

Subsequently, vide letter dated 02.09.2022 the Ministry of Education requested to provide the list of evidences (oral and documentary), copies of statement and relied upon documents as mentioned by CBI in para (4) of its letter dated

29.12.2022. Accordingly, the required copies of the documents have been sent to the Ministry of Education vide letter dated 17.09.2022. **(ANNEXURE-V)**

Now, the Ministry of Education vide letter dated 16.01.2023 has requested to grant sanction for prosecution of Dr.M. Ramachandran, the then Registrar (i/c), Pondicherry University under the provisions of the Pondicherry University Act and Statutes.

Submitted before the Executive Council for consideration please.

ANNEXURE - I

By E-mail/Speed Post

F. No. 39-6/2022-CU-I Part  
Government of India  
Ministry of Education  
Department of Higher Education  
CU-I Desk

Shastri Bhawan, New Delhi  
Dated: 16.01.2023

To,  
Vice-Chancellor  
Pondicherry University,  
Puducherry

**Sub: Grant of Sanction for prosecution against Dr. M. Ramachandran, the then Registrar of Pondicherry University – reg.**

Sir,

I am directed to refer to the OM of CVC dated 06.01.2022 enclosing therewith letter of CBI dated 29.12.2021 (copy enclosed) wherein it was requested to grant sanction for prosecution against Dr. M. Ramachandran, the then Registrar (i/c) of Pondicherry University.

2. As per the following provision contained in the Statutes of Pondicherry University Act, 1985, Registrar (i/c) is appointed by Vice-Chancellor of the University:-

*“When the office of the Registrar is vacant or when the Registrar is, by reason of illness, absence, or any other cause, unable to perform the duties of his office, the duties of the office shall be performed by such person as the Vice-Chancellor may appoint for the purpose.”*

3. It is, therefore, requested to grant sanction for prosecution in respect of Dr. M. Ramachandran, the then Registrar (i/c) of Pondicherry University so that further necessary action may be taken.

4. This issues with the approval of competent authority.

Yours faithfully,

  
(Navin Kumar)

Under Secretary to Government of India

ANNEXURE - II

PU/Regr/No. 6069  
Dt/ 07 / 01 / 2022

CONFIDENTIAL

CENTRAL BUREAU OF INVESTIGATION  
ANTI CORRUPTION BRANCH  
III RD FLOOR, SHASTRI BHAVAN  
CHENNAI- 600006

83

07/01/2022

No.C1/RC0322020A0028/CBI/ACB/CHN / 6140/5869 Dated : 29-12-2021

To

✓ The Vice Chancellor,  
Pondicherry University,  
Puducherry.

*Registrar*  
*Please examine.*  
*7/1/2022*

Sir,

Sub : CBI Report in RC0322020A0028 - CBI, ACB, Chennai against Dr. Anisa Basheer Khan, the then Vice Chancellor (i/c), Pondicherry University; Dr. M.Ramachandran, the then Registrar (i/c), Pondicherry University and others - Forwarded - Regarding.

\*\*\*

Please find enclosed herewith CBI Report on the investigation carried out into the case against Dr. Anisa Basheer Khan, the then Vice Chancellor (i/c), Pondicherry University; Dr. M.Ramachandran, the then Registrar (i/c), Pondicherry University and others. The CBI Report reveals that there is sufficient evidence for initiating action as below :

- i) Prosecution of Dr. Anisa Basheer Khan, the then Vice Chancellor (i/c) (since retired), Pondicherry University and Dr. M.Ramachandran, the then Registrar (i/c), Pondicherry University u/sec.13(2) r/w 13(1)(d) of the PC Act, 1988 and section 120-B r/w 420 IPC & section 13(2) r/w 13(1)(d) of the PC Act, 1988.
- ii) Prosecution of M/s. LTK Soft Private Limited (erstwhile M/s. Logic Heart Pvt. Ltd.) and Shri Kesavulu Reddy Nakkala, Director of M/s. LTK Soft Pvt. Ltd. u/sec.420 IPC and section 120-B r/w 420 IPC & section 13(2) r/w 13(1)(d) of the PC Act, 1988.

2. / As per the PC Act, 1988 (as Amendment in 2018), sanction from competent authority for Prosecution of the public servant including retired officials is necessary.) Hence, CBI Report is sent, seeking sanction for prosecution under the Prevention of Corruption Act in respect of Dr. Anisa Basheer Khan, the then Vice Chancellor (i/c), Pondicherry University and Dr. M.Ramachandran, the then Registrar (i/c),

Pondicherry University u/sec.13(2) r/w 13(1)(d) of the PC Act, 1988 and section 120-B r/w 420 IPC & section 13(2) r/w 13(1)(d) of the PC Act, 1988.

3. The CBI Report and the Relied Upon Documents may be perused and sanction order may be accorded for prosecution of Dr. Anisa Basheer Khan, the then Vice Chancellor (i/c), Pondicherry University and Dr. M.Ramachandran, the then Registrar (i/c), Pondicherry University u/sec.13(2) r/w 13(1)(d) of the PC Act, 1988 and section 120-B r/w 420 IPC & section 13(2) r/w 13(1)(d) of the PC Act, 1988. The Sanction Order u/s. 19 of PC Act may be sent to us for filing Charge sheet against Dr. Anisa Basheer Khan, the then Vice Chancellor (i/c), Pondicherry University and Dr. M.Ramachandran, the then Registrar (i/c), Pondicherry University, before the Competent Court at the earliest.

4. List of Evidence (Oral and Documentary), copies of statements and relied upon documents are being forwarded herewith for perusal before according the sanction for prosecution against Dr. Anisa Basheer Khan, the then Vice Chancellor (i/c), Pondicherry University and Dr. M.Ramachandran, the then Registrar (i/c), Pondicherry University.

5. **It is requested to keep the following points in mind while preparing the Sanction Order to make it valid, as per the requirements of the Trial Court:**

- a) The Sanction Order is issued on the letter head of the Department/Organization. Sanction order issued should be self contained, speaking and reasoned indicating due application of mind.
- b) Every page of the Sanction Order is signed by the Sanctioning Authority in full with date and seal, indicating the name and designation.
- c) The permanent address of the Sanctioning Authority is also furnished in the forwarding letter of the S.O.
- d) Original Sanction Order signed by the Sanctioning Authority is sent to the undersigned.
- e) Certified copy / notification regarding schedule of powers or any such document to show that the authority who signs the Sanction Order is the Competent Authority to remove the accused from Office, is also furnished along with the Sanction Order

6. Attention of the Department/Organization is invited to the Supreme Court's judgement in Vineet Narain's case, (Vineet Narain & Ors. Vs. Union of India & Anr. (1998) 1 SCC 226) wherein the competent sanctioning authorities are required to take a decision on applications for the grant of sanction for prosecution within a period of three months. Further, additional time of one month is allowed in respect of cases warranting consultation with the Attorney General or any other law officer in the AG'S

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office. The Supreme Court has on 31.01.2012, in its judgement in Civil Appeal No. 1193 of 2012, since directed that in future every Competent Authority shall take appropriate action on grant or otherwise of sanction for prosecution strictly in accordance with the directions in Vineet Narain's case and the guidelines of CVC issued vide office order No. 31/5/05 dated 12.05.2005.

7. It is informed that the accused persons need not be given any opportunity of hearing, before granting sanction for prosecution against them, as decided by Hon'ble Supreme Court of India in the case of Superintendent of Police, CBI Vs. Deepak Choudhary and Others.

8. The CBI Report sent herewith may please be treated as confidential document. In view of Section 11 of the RTI Act, if any request under RTI Act is made in respect of the CBI Report, the matter may please be referred to us for our views.

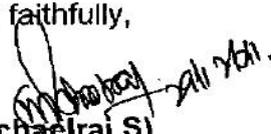
9. The department could use the powers vested under "Departmental Enquiries (Enforcement of Attendance of Witnesses and Production of Documents) Act, 1972" for summoning the witnesses for producing of documents.

10. For any clarification with regard to documents or statements, the disciplinary authority or the Chief Vigilance Officer can contact the undersigned or the IO of the case.

11. **Sanction for prosecution** in respect of **Dr. Anisa Basheer Khan, the then Vice Chancellor (i/c), Pondicherry University and Dr. M.Ramachandran, the then Registrar (i/c), Pondicherry University** may please be expedited.

Yours faithfully,

Encl : As above

  
(Dr. Michaelraj S)  
DIG & HEAD OF BRANCH  
CBI ACB CHENNAI

Copy to :

1. The Secretary, Central Vigilance Commission, Satharkta Bhavan, GPO Complex, New Delhi – 110 023 along with the comments of DLA.
2. The Joint Director & HOZ, CBI, Chennai Zone, Chennai.

2022.143.07

TO CONSIDER ISSUE OF SANCTION FOR PROSECUTION ON CBI REPORT IN RC0322020A0028-CBI, ACB CHENNAI DATED 29.12.2021 AGAINST Dr. ANISA BASHEER KHAN, THE THEN OFFICIATING VICE CHANCELLOR, PONDICHERRY UNIVERSITY AND Dr.M.RAMACHANDRAN THE THEN REGISTRAR (I/C), PONDICHERRY UNIVERSITY AND OTHERS

The DIG & Head of Branch, Central Bureau of Investigation, Anti Corruption Branch, Chennai in letter No.C1/RC0322020A0028/CBI/ACB/CHN/6140/5869 dt.29.12.2021 addressed to the Vice Chancellor, Pondicherry University has sought sanction from the Competent Authority under Section 19 of Prevention of Corruption Act for prosecuting Dr.Anisa Basheer Khan the then Officiating Vice Chancellor, Pondicherry University and Dr.M. Ramachandran, the then Registrar (i/c), Pondicherry University and others based on the detailed investigations made by the CBI and on the complaint lodged by Shri. Ratna Babu Bolimera, a private person and an alumnus of Pondicherry University and investigation reveals that there is sufficient evidence for initiating action under the PC Act, 1988 (as Amendment in 2018) as detailed below:

- i) Prosecution of Dr. Anisa Basheer Khan, the then Vice Chancellor (i/c) (since retired), Pondicherry University and Dr. M. Ramachandran, the then Registrar (i/c), Pondicherry University u/sec.13(2) r/w13(1)(d) of the PC Act, 1988 and Section 120-B r/w 420 IPC & Section 13 (2) r/w 13(1) (d) of the PC Act,1988.
- ii) Prosecution of M/s. LTK Soft Private Limited (erstwhile M/s. Logic Heart Pvt.Ltd.) and Shri. Kesavulu Reddy Nakkala, Director of M/s. LTK Soft Pvt. Ltd u/sec.420 IPC and section 120-B r/w 420 IPC & Section 13(2) r/w 13(1) (d) of the PC Act,1988.

As per the PC Act,1988 (as Amendment in 2018), sanction from competent authority for Prosecution of the public servant including retired officials is necessary. Therefore, the CBI report has been sent seeking sanction for prosecuting Dr. Anisa Basheer Khan, the then Vice Chancellor (i/c) (since retired), Pondicherry University and Dr. M. Ramachandran, the then Registrar (i/c), Pondicherry University u/sec.13(2) r/w13(1)(d) of the PC Act, 1988 and Section 120-B r/w 420 IPC & Section 13 (2) r/w 13(1) (d) of the PC Act,1988.

2/1/22  
5/1/22

The CBI has requested to keep the following points while preparing the Sanction order to make it valid as per the requirements of the Trial Court as follows:

- a) The Sanction Order should be issued on the letter head of the Department/Organization. Sanction order issued should be self contained, speaking and reasoned indicating due application of mind.
- b) Every page of the Sanction Order is signed by the Sanctioning Authority in full with date and seal, indicating the name and designation.
- c) The permanent address of the Sanctioning Authority is also furnished in the forwarding letter of the S.O
- d) Original Sanction Order signed by the Sanctioning Authority is sent to the undersigned
- e) Certified copy/notification regarding schedule of powers or any such document to show that the authority who signs the Sanction Order is the Competent Authority to remove the accused from office, is also furnished along with the Sanction Order.

Also, the CBI in its letter has drawn attention of the University to the Supreme Court's Judgement in Vineet Narain's case (Vineet Narain & Ors. Vs. Union of India & Anr.(1998) I SSC 226) wherein the competent sanctioning authorities are required to take a decision on applications for the grant of sanction for prosecution within a period of three months. Further, additional time of one month is allowed in respect of cases warranting consultation with the Attorney General or any other law officer in the AG's Office. The Supreme Court has on 31.01.2012, in its judgment in Civil Appeal No.1193 of 2012, since directed that in future every Competent Authority shall take appropriate action on grant or otherwise of sanction for prosecution strictly in accordance with the directions in Vineet Narain's case and the guidelines of CVC issued vide office order No:31/5/05 dated 12.05.2005.

It is evident from the CBI Report that this case was registered on 31/12/2021 against Dr.Anisa Basheer Khan, the then Vice Chancellor and Dr.M.Ramachandran, the then Registrar(i/c), Pondicherry University, Puducherry and M/s. Logic Heart Pvt Ltd (formerly called Suvidha SoftID Solutions Pvt Ltd) and presently changed its name to LTK Soft Private Ltd represented by its Managing Director and Sri Kesavulu Reddy S/o. Parthasarathy, M/s. Logic Heart Pvt Ltd, based on a complaint lodged by Sri.Ratnababu Bolimera a private person under an alumnus of Pondicherry University and upon conducting a preliminary enquiry on the said complaint by Central Bureau of Investigation, Anti Corruption Branch, Chennai.

It is also seen that one Sri N.Ashok SI,CBI, ACB, Chennai was the Investigating Officer and a detailed CBI Report in RC0322020A0028 has been furnished to the Pondicherry University in regard to issue of sanction or other wise of the prosecution against Dr.Anisa Basheer Khan, the then Vice Chancellor and Dr.M.Ramachandran, the then Registrar(i/c), Pondicherry University, Puducherry.

The CBI Report and investigation revealed that during her tenure as Vice Chancellor (i/c), Dr.AnisaBasheer Khan initiated two tender software projects. During 2016-17 Pondicherry University floated two software related Tenders. This Tender for digitalization of project cell (also called project cell automation) and Tender for Pondicherry University Alumni portal, both of which were awarded to M/s. Logic Heart Pvt Ltd. The Project Cell is a Department in Pondicherry University that caters the needs of various projects, facilitate the sanction, approval of projects and project funding etc. It deals with monitoring the funds and development of various academic projects of Pondicherry University.

The CBI investigation has concluded that Dr. Anisa Basheer Khan the then i/c Vice Chancellor and Dr.M. Ramachandran, the then Registrar (i/c) together committed Criminal conspiracy and in pursuance of the Criminal conspiracy, through Corrupt means, obtained for M/s Logic Heart (P) Ltd two tenders which are an valuable property of Pondicherry University. By these acts, both had committed criminal conspiracy, abuse of official position, criminal misconduct and cheating punishable under Sections 120-B r/w 420 IPC & Section 13 (2) r/w 13(1) (d) of the PC Act,1988.

The Authority Competent to issue the Sanction order shall have to be the Authority Competent to remove the above said faculty from office. Dr. Anisa Basheer Khan, was appointed as officiating Vice-Chancellor by the MHRD (now MoE) w.e.f 18.08.2015 to 29.11.2017 by virtue of holding the Senior most Professor/Dean when Dr. Chandra Krishnamurthy former Vice Chancellor was removed from the post of Vice Chancellor. She has retired from service on 30.11.2017 from the post of Professor.

Similarly, in the case of Dr.M. Ramachandran the then Registrar (i/c) continues to hold the post of Professor of Economics.

As per the relevant provisions under the Pondicherry University Act and Statutes and the Ordinances governing classification Control and Appeal of the employees of the University, the Executive Council is the appointing authority for all posts and the Competent Authority to impose the major penalty of removal from service.

The Report of the CBI in RC0322030A0028 is placed on the table for perusal.

Submitted before the Executive Council which being the competent Authority for its decision in sanction for prosecution in respect of Dr. Anisa Basheer Khan, the then Vice Chancellor (i/c) and Professor, Dept. of Ecology & Environmental Science (since retired), Pondicherry University and Dr. M. Ramachandran, the then Registrar (i/c), Pondicherry University and presently Professor, Dept. of Economics.

PONDICHERRY UNIVERSITY  
PUDUCHERRY



MINUTES OF THE 143<sup>rd</sup> MEETING OF THE  
EXECUTIVE COUNCIL HELD ON 17.06.2022

2022.143.07

To consider issue of sanction for Prosecution on CBI report in RC0322020A0028-CBI, ACB Chennai dated 29.12.2021 against Dr. Anisa Basheer Khan, the then Officiating Vice Chancellor, Pondicherry University and Dr. M. Ramachandran the then Registrar (i/c), Pondicherry University and others.

*The Council was of the opinion to consult the Ministry of Education, New Delhi before taking a decision. The Vice-Chancellor apprised the council that the CVO meeting is scheduled on 20<sup>th</sup> June 2022 in which this will be discussed.*

ANNEXURE - IV

பண்டிச்சேரி பல்கலைக்கழகம்

पांडिच्चेरी

PONDICHERRY

(केंद्रीय विश्वविद्यालय)



विश्वविद्यालय

UNIVERSITY

A Central University)

பேராசிரியர். அமரேஷ் சமந்தராய

பதிவாளர் (பொ.)

प्रो.अमरेश सामंताय

कुलसचिव(प्र)

PROF. AMARESH SAMANTARAYA

REGISTRAR (i/c)

आर.वेकटरामन नगर/R.VENKATARAMAN NAGAR

कालापेट/KALAPET

पुदुच्चेरी/PUDUCHERRY-605014

भारत/INDIA

सं/ No. PU/REGR/2022/59.

दिनांक/Date: 22.06.2022  
24

To  
Shri. P.K. Singh  
Under Secretary to the Govt. of India  
Ministry of Education  
Department of Higher Education  
Shastri Bhawan  
New Delhi.

Sir,

Sub: Prosecution of Dr. Anisa Basheer Khan, the then VC(i/c),  
Pondicherry University and Dr. M. Ramachandran, the then  
Registrar(i/c)- u/sec.13(2) r/w 13(1)(d) of the PC Act-Reg.

Ref : Letter No:39-6/2022-CU-I dated 16.06.2022.

\*\*\*\*\*

With reference to the letter cited above, I am to inform that the matter of sanction for prosecution of Dr. Anisa B. Khan was placed in the Executive Council meeting of the University held on 17.06.2022 and it was decided that

*" The Council was of the opinion to consult the Ministry of Education, New Delhi before taking a decision. The Vice-Chancellor apprised the council that the CVO meeting is scheduled on 20<sup>th</sup> June 2022 in which this will be discussed"*

This is for your kind information and request for direction whether to accord permission for prosecution.

Yours sincerely

(AMARESH SAMANTARAYA)

सं/No. PU/REGR/2022/81

दिनांक/Date: 17.09.2022

To  
Shri. Navin Kumar  
Under Secretary to the Govt. of India  
Ministry of Education  
Department of Higher Education  
Shastri Bhawan  
New Delhi.

Sir,

Sub: Prosecution of Dr. Anisa Basheer Khan, the then VC(i/c), Pondicherry University and Dr. M. Ramachandran, the then Registrar(i/c)- u/sec.13(2) r/w 13(1)(d) of the PC Act-Reg.

Ref : Letter No:39-6/2022-CU-I dated 02.09.2022.

\*\*\*\*\*

With reference to the above, I am forwarding herewith 6(Six) Volumes containing copies of documents (oral and documentary) and copies of statements regarding Prosecution in respect of Dr. Anisa Basheer Khan, the then VC(i/c), Pondicherry University and Dr. M. Ramachandran, the then Registrar(i/c)- u/sec.13(2) r/w 13(1)(d) of the PC Act as detailed below:

- Volume 1: Copies of documents (D-1 to D-3)
- Volume 2: Copies of documents (D-4 to D-16)
- Volume 3: Copies of documents (D-17 to D-24)
- Volume 4: Copies of documents (D-25 to D-28)
- Volume 5: Copies of documents (D-29)
- Volume 6: Copies of Statements

Yours sincerely,



(AMARESH SAMANTARAYA)

o/c

Encl: As above.

2023.145.14

## **TO CONSIDER THE REPORT OF THE SEXUAL HARASSMENT PREVENTION COMMITTEE**

A Ph.D scholar of the Department of Earth Sciences lodged a written complaint with the Chairperson of the Sexual Harassment Prevention Committee alleging instances of sexual harassment by her guide Dr. Pramod Singh, Professor, Department of Earth Sciences vide ref no: PU/SHPC/2022-23/01 dated 24.01.2023.

### **Details of the Complaint:**

The complainant, Ms. S. N. Aneesharani appeared before the sexual harassment prevention committee (SHPC) on 08.02.2023 and explained in detail the nature of harassment and associated incidents.

Based on the complaint the SHPC held enquires on 15.02.2023, 22.02.2023, 15.03.2023 and 31.03.2023.

Dr. Pramod Singh appeared before the SHPC on 15.03.2023. The SHPC has given him fair opportunity to represent in writing as well as for personal appearance. However Dr. Pramod Singh has denied the allegations leveled against him.

### **The conclusions made by the SHPC are as follows:**

From the detailed enquiry and assessment of witnesses, it is evident to the committee that the following acts of sexual harassment as defined in Chapter 8, Ordinances Governing the Code of Conduct and Discipline for Protection of Women Against Sexual Harassment under Section 2(g) have been committed by Prof.Pramod Singh as mentioned in the written complaint dated 24.01.2023 from Ms. Aneesharani:

1. Touching or brushing against the body, and the like
2. Forcible physical touch or molestation and
3. Otherwise making the study/work environment hostile or intimidating for students/employees

The SHPC finds the behavior of Prof. Pramod Singh squarely falls within the scope of the definition of Sexual Harassment” as provided under the Ordinances Governing the Code of Conduct and Discipline for Protection of Women Against Sexual Harassment: “commission of any verbal, physical or other conduct including comment, gesture or conduct of sexual nature, individually or collectively by men against women.....”

During the process of enquiry with respect to the current complaint from Ms. Aneesharani, the committee came across two past instances of similar acts of Sexual Harassment committed by Prof. Pramod Singh against students under his supervision.

- I. The committee took cognisance of a reference to a judgment of Central Information Commission vide Decision No: CIC/YA/A/2016/000019/SB in public domain in respect of a RTI seeking information pertaining to a complaint against Dr. Pramod Singh during the year 2005-06 alleging sexual harassment and molestation .
- II. Ms. Veena Vishwam who submitted her statement by email and also deposed before the committee over a video call wherein she explained the sexual harassment faced from Prof. Pramod Singh which made her to discontinue her Ph.D Pondicherry University and get it transferred to another University.
- III. During the enquiry process SHPC received another complaint from Dr. Manisha Kumari, Assistant Professor, Department of Earth Sciences (dated 15.02.2023) and the committee interacted with the complainant on the same day. She explained before the committee the temperamental issues and verbal abuses she has faced from Dr. Pramod Singh which has been causing her mental trauma, humiliation and mental depression. Since it was not directly related to sexual harassment, she was advised to seek redressal from the Women's Cell, Pondicherry University. Similar such temperamental issues were reported by Ms. Aneesharani and most of the witnesses during the enquiry.

(All correspondence, AV recording and date statements pertaining to the enquiry are available with the Chairperson, SHPC for any clarification upon request.)

### **Recommendations:**

The SHPC unanimously made the following recommendations:

1. Appropriate penalty/disciplinary actions to be imposed upon Prof. Pramod Singh for his offenses/misbehavior in accordance with Chapter 8, Section 6(1) of the Administrative ordinances.
2. Appropriate penalty/disciplinary actions to serve as a deterrent measure to prevent such incidents in future.
3. No female students/scholars to be assigned under his supervision/guidance for projects, research etc.,

4. Not to consider him for any administrative position of authority such as Head of the Department, Dean of the School and so on, to prevent any sort of victimization until the complainant completes her Ph.D research work.
5. Committee suggests immediate psychological support to help the victim as her complaint reveals that she is in deep mental distress, trauma and anxiety due to the unfortunate happenings.
6. In case of any future incidents of intimidation/ threat/ victimization/ interference faced by the complainant, the complainant shall report the same to the Chairperson, SHPC and seek immediate redressal.
7. Any request from a female scholar for change of guide or discontinuation of Ph.D to be referred to Women's Cell for clearance.
8. As a Central University with zero tolerance policy towards sexual harassment, Pondicherry University aims to provide a safe working space and academic environment for women in order to ensure their holistic well-being. Hence, SHPC recommends periodic sensitization of all stakeholders regarding POSH Act, prevention and redressal mechanisms in place in case of such acts of sexual harassment.

### **Penalties:**

The list of penalties given under clause 6 of the Ordinances Governing the Code of Conduct and Discipline for Protection of Women against Sexual Harassment is given below:

- (1) In case of teaching staff:
  - a. Warning, reprimand, or censure or written apology or bond of good behaviour.
  - b. Removal from an administrative position at the Centre, School and/or University levels.
  - c. Debarring from holding an administrative position at the Centre/Department, School and/or University levels.
  - d. Stopping of increments/promotions.
  - e. Reversion/Demotion.
  - f. Suspension from service for a limited period.
  - g. Compulsory retirement.
  - h. Dismissal from service.

The report of the Sexual Harassment Prevention Committee is placed on the table.

For consideration of the Council please.

**2023.145.15**

**TO CONSIDER AND RATIFY THE PANEL OF EXAMINERS FOR CENTRAL EVALUATION OF THE ANSWER SCRIPTS FOR ALL THE COURSES OFFERED IN THE AFFILIATED COLLEGES OF PONDICHERRY UNIVERSITY FOR ALL UNDERGRADUATE AND POSTGRADUATE COURSES OF ARTS, SCIENCE, COMMERCE, VOCATIONAL COURSES AND UNDERGRADUATE AND POSTGRADUATE IN ENGINEERING, MBBS, MD AND MS COURSES**

The University conducts the above courses in all the affiliated institutions and the various examiners with required years of service, experience and qualification working in reputed institutions and colleges throughout India and are appointed as examiners for Central Valuation.

The updated list of qualified examiners for Central Valuation of the answer scripts for all the Courses offered in the affiliated colleges of Pondicherry University for all Undergraduate and Postgraduate Courses of Arts, Science, Commerce, Vocational Courses and Undergraduate and Postgraduate in Engineering, MBBS, MD AND MS Courses was placed before the Academic Council at its 87<sup>th</sup> Meeting held on 25.02.2023 for ratification. The same was ratified and approved by the Academic Council held on 25.02.2023 vide item no. 2023.87.38.

Submitted for ratification of the Executive Council.

**2023.145.16**

**TO RATIFY FURTHER EXTENSION OF CONTRACT SERVICES OF PROF. RAJEEV JAIN AS OFFICER ON SPECIAL DUTY FOR DISCHARGING THE DUTIES AND RESPONSIBILITIES ATTACHED TO THE POST OF DIRECTOR, DIRECTORATE OF CULTURE AND CULTURAL RELATIONS OF THIS UNIVERSITY.**

Dr. Rajeev Jain, Professor, Department of Chemistry, Jiwaji University, Gwalior was appointed as Director, Directorate of Culture and Cultural Relations of this University initially for a term of two years from the date of joining or until he attains the age of sixty-five years, whichever is earlier vide Office Order No.286, dated 26.10.2018 and he reported for duty on 26.11.2018 (F.N) as Director (C&CL). The EC in its meeting held on 26.10.2018 has ratified the same vide Resolution No. 2018.132.136.

Subsequently, he was appointed as Officer on Special Duty for discharging the duties and responsibilities attached to the Directorate of Culture and Culture Relations of this University with effect from 01.09.2019 to 25.11.2020 vide Office Order No. 660, dated 25.11.2020 and the same has been ratified by the Executive Resolution vide Resolution No. 2021.141.30 dated 22.12.2021.

Further, extension of service was sanctioned to him in 02 spells as detailed below to continue as Officer on Special Duty, Directorate of Culture and Culture Relations of this University subject to ratification of Executive Council.

- 1) Six months from 23.06.2022 to 22.12.2022 vide Office Order No. 87, dated 23.06.2022.
- 2) Six months from 23.12.2022 to 22.06.2023 vide Office Order No.335, dated 27.01.2023

For ratification by the Council

புதுவைப் பல்கலைக்கழகம்  
பாண்டிச்சேரி  
PONDICHERRY  
(கேਂத்ரீய விஸ்வவித்யாலய)



विश्वविद्यालय  
UNIVERSITY  
(A Central University)

பேராசிரியர். அமரேஷ் சமந்தராய  
பதிவாளர் (பொ.)  
பு.அமரேஷ் சாமந்தராய  
குலசசிவ(பு)  
PROF. AMARESH SAMANTARAYA  
REGISTRAR (i/c)

ஆர். வேங்கடராமன் நகர்/ R.VENKATARAMAN NAGAR  
காலாபேட்/KALAPET  
புதுச்சேரி/PUDUCHERRY-605014  
பாரத்/ INDIA

சு/No. PU/Estt(T)/ET-1/2022-23/62

தினாங்க/Date: 23.06.2022

**OFFICE ORDER NO.87**

**Sub:** PU-Estt(T) – Extension of tenure of “Officer on Special Duty” to discharge duties of Director, Directorate of Culture and Cultural Relations – Order issued - Reg.,

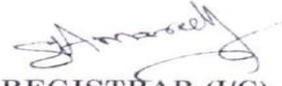
**Ref:** 1) Office Order No.286, dated: 26.10.2018.  
2) Office Order No.426, dated: 13.09.2019.  
3) Office Order No.660, dated: 25.11.2020.  
4) Office Order No.661, dated: 25.11.2020.  
5) Office Order No.304, dated: 10.12.2021.

\*\*\*\*\*

In continuation of the Office Order 5<sup>th</sup> cited above, the services of **Dr. Rajeev Jain**, Professor (Retired), Jiwaji University as “Officer on Special Duty” with duties and responsibilities of the post of **Director, Directorate of Culture and Cultural Relations** of this University is extended for six months with effect from 23.06.2022 to 22.12.2022 subject to ratification by the Executive Council.

He shall continue to draw a consolidated salary of **Rs.1,10,000/- per month w.e.f. 23.06.2022**, not exceeding the ceiling of last pay drawn minus pension and DA + entitled conveyance.

// BY ORDER//

  
REGISTRAR (I/C)

To.

**Prof. Rajeev Jain**  
Officer on Special Duty  
Directorate of Culture & Cultural Relations  
Pondicherry University,  
Puducherry.

Copy to:

1. The Deputy Registrar, Vice-Chancellor's Secretariat,  
Pondicherry University, Puducherry
2. The Assistant Registrar, Registrar's Secretariat,  
Pondicherry University, Puducherry
3. The Finance Officer,  
Pondicherry University, Puducherry.

Prof. RAJNEESH BHUTANI  
REGISTRAR (i/c)

आर. वेंकटरामन नगर/R.Venkataraman Nagar  
कालापेट/Kalapet, पुदुच्चेरी/Puducherry – 605 014  
भारत/INDIA

सं.सं. Ref.No. PU/Estt(T)/ET- 2/2022-23/1791

दिनांक/Date: 27.01.2023

**OFFICE ORDER NO. 335**

Sub: PU-Estt(T) – Extension of tenure of “Officer on Special Duty” to discharge duties of Director, Directorate of Culture and Cultural Relations – Order issued - Reg.,

- Ref: 1) Office Order No.286, dated: 26.10.2018  
2) Office Order No.426, dated: 13.09.2019  
3) Office Order No.660, dated: 25.11.2020  
4) Office Order No.661, dated: 25.11.2020  
5) Office Order No.304, dated: 10.12.2021  
6) Office Order No.87, dated: 23.06.2022

\*\*\*\*\*

In continuation of the Office Order 6<sup>th</sup> cited above, the services of Dr. Rajeev Jain Professor (Retired), Jiwaji University as “Officer on Special Duty” with duties and responsibilities of the post of Director, Directorate of Culture and Cultural Relations of this University is extended for six months with effect from 23.12.2022 to 22.06.2023 subject to ratification by the EC.

His Pay is fixed at a consolidated salary of Rs.1,10,000/- per month w.e.f 23.12.2022, not exceeding the ceiling of last pay drawn minus pension and DA + entitled conveyance.

// BY ORDER//

REGISTRAR (I/C) 27/1/23

To  
Prof. Rajeev Jain  
Officer on Special Duty  
Directorate of Culture & Cultural Relations  
Pondicherry University,  
Puducherry.

Copy to:

1. The OSD (Admn), Vice-Chancellor's Secretariat,  
Pondicherry University, Puducherry
2. The Assistant Registrar, Registrar's Secretariat,  
Pondicherry University, Puducherry

2023.145.17

**TO RATIFY THE APPOINTMENT OF HEAD OF THE DEPARTMENTS/CENTRES UNDER STATUTE 7 OF PONDICHERRY UNIVERSITY ACT AND STATUTES**

The following faculty has been appointed as Head of Department under Statute 7 of Pondicherry University Act & Statutes vide Ref.No:PU/Estt(T)/ET1/HOD-Appt./2023/03, dt. 04.04.2023

Sl. No	Name	Date of Appointment	Period
1.	<b>Dr. C. Madhavaiah</b> Associate Professor Department of Management, Karaikal Campus, P.U.	04.04.2023	3 years

For ratification by the Council.

**2023.145.18**

**TO RATIFY THE APPOINTMENT OF DIRECTOR (I/C), UGC-HRDC,  
PONDICHERRY UNIVERSITY W.E.F. 23.02.2023**

Consequent upon the appointment of Dr. Rajneesh Bhutani, Professor, Department of Earth Sciences of this University as Registrar (i/c), Pondicherry University, Dr. P. Ramalingam, Professor, UGC-HRDC was appointed as Director (i/c), UGC-HRDC w.e.f. 23.02.2023 to look after the duties and responsibilities of the Director, UGC-HRDC of this University until further orders, vide Office Order No. 346, dated 23.02.2023.

For ratification of the Council.

**2023.145.19**

**TO CONSIDER AND RATIFY THE TRANSFER OF DR. R. LAKSHMI, ASSOCIATE PROFESSOR IN THE DEPARTMENT OF COMPUTER SCIENCE, KARAİKAL CAMPUS TO DEPARTMENT OF COMPUTER SCIENCE, MAIN CAMPUS PONDICHERRY UNIVERSITY FOR A PERIOD OF ONE YEAR W.E.F. 29.03.2023 ON TEMPORARY BASIS.**

Dr. R. Lakshmi was appointed as Assistant Professor in the Department of Computer Science, Karaikal Campus on 03.08.2009 and subsequently she was promoted as Associate Professor w.e.f. 21.03.2022 under UGC CAS.

She had requested for Transfer from Karaikal Campus to Department of Computer Science, Pondicherry University Main Campus by stating the following reasons:

That she met with an accident on 23.08.2021 and had complete tear of ACL with Hemarthrosis which is also being associated with Fracture in the right knee and on the same day her husband was admitted at JIPMER hospital and suddenly the very next day on 24.08.2021 he passed away due to cardiac arrest.

Her son is doing studies in Puducherry and she is away in Karaikal for years together and now she has developed various ailments. In order to avoid Mental Stress and Physical Problems and to be with her son and tide over the grief and pains, she has requested for transfer to Pondicherry University (Main Campus), Puducherry on compassionate and humanitarian grounds.

The request of the faculty was considered and she was transferred temporarily to Pondicherry University Campus for a period of one year w.e.f. 29.03.2023 on sympathetic consideration and humanitarian grounds, vide Ref. No. PU/Estt (T)/ET5/2023/170, dt. 29.03.2023.

For ratification by the Council.

**2023.145.20**

**TO CONSIDER AND RATIFY THE APPOINTMENT OF OFFICER ON SPECIAL DUTY (COLLEGE DEVELOPMENT COUNCIL) ON TEMPORARY AND CONTRACT BASIS AND FURTHER EXTENSION**

**Prof. K. Chandrasekhara Rao**, Professor (Retd.), Department of Banking Technology, School of Management who was appointed as **Officer on Special Duty (College Development Council)** with effect from 04.07.2022 for three months to look after all matters relating to Affiliation Wing and College Development Council.

Further, extension of service was sanctioned to him in 2 spells as detailed below to continue as Officer on Special Duty, College Development Council of this University.

- 1) Three months from 04.10.2022 to 03.01.2023 vide Office Order No. 254, dated 18.10.2022.
- 2) Six months from 04.01.2023 to 03.07.2023 vide Office Order No. 352, dated 28.03.2023.

For ratification by the Council.

**2023.145.21**

**TO CONSIDER AND RATIFY THE SANCTION OF EXTRA ORDINARY LEAVE TO Dr. UJJWAL JANA, ASSOCIATE PROFESSOR, DEPARTMENT OF ENGLISH OF THIS UNIVERSITY FOR TWO YEARS FROM 22.02.2023 TO 21.02.2025 TO WORK AS PROFESSOR, DEPARTMENT OF ENGLISH, UNIVERSITY OF DELHI, NEW DELHI.**

Dr. Ujjwal Jana, was appointed in the post of Lecturer, Department of English, School of Humanities, Pondicherry University on 17.09.2010 and at present he is Associate Professor at the same Department.

Based on his request, he was sanctioned Extra Ordinary Leave for two years from 22.02.2023 to 21.02.2025 to join the post of Professor, Department of English, University of Delhi, New Delhi vide Office Order No.345 dated 16.02.2023 under clause 8.4.(vi) of the UGC Regulations 2018 subject to ratification by the Executive Council.

For ratification by the Council

2023.145.22

**TO RATIFY THE SANCTION OF SABBATICAL LEAVE TO DR. H. KALPANA, PROFESSOR, DEPARTMENT OF ENGLISH OF THIS UNIVERSITY DURING THE ACADEMIC YEAR 2022-23**

The Sabbatical Leave Committee in its meeting held on 08.06.2022 has considered the request for grant of Sabbatical Leave to Dr. H. Kalpana, Professor, Department of English and unanimously recommended the sanction of Sabbatical Leave for a period of one year during the Academic year 2022-23 **(copy enclosed)**

Accordingly, Sabbatical Leave was sanctioned to her for a period of one year from 15.06.2022 to 14.06.2023 in accordance with the provisions of Academic Ordinances vide Office Order No: 174, dt. 19.7.2022

But, Dr. H. Kalpana vide her letter dated 22.7.2022 has requested the University Authorities to grant her Sabbatical Leave from 01.08.2022 instead of 15.06.2022 for a period of one year. Based on her request she was sanctioned Sabbatical Leave for a period one year from 01.08.2022 to 31.07.2023, subject to ratification by the Executive Council of this University **(copy enclosed)**.

Sabbatical leave was sanctioned to Dr. H. Kalpana, Professor, Department of English, School of Humanities to complete the publication of the edited book on Media Literature and Performance with regard to literature.

Submitted for ratification of the Council.

**Minutes of the meeting of the Sabbatical Committee held on 08. 06. 2022 at 10.00 a. m.**

A meeting of the Sabbatical Committee was held on 08.06. 2022 at 10.30 am in the Establishment Section of the university. The following members were present:

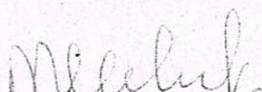
1. Dr. B. B. Mohanty Dean, School of Social Sciences and International Studies
2. Dr. N. Sakthivel, Professor, Dept. of Biotechnology
3. Dr. G. Chandhrika, Professor, Department of History

The committee considered the two applications received from Dr. Nalini R, Professor, Department of Social Work and Prof. H. Kalpana, Professor Department of English for sabbatical leave for one year during the academic year 2022-23. While Prof. Kalpana has requested for leave from June 15, 2022 to June 14, 2023, Prof. Nalini requested from July 1, 2022 to June 30, 2023. The committee noted that both of them have made alternative arrangements for engagement of classes and found them eligible as per the university guidelines for the sabbatical leave.

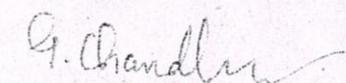
The committee unanimously recommends Dr. H. Kalpana and Dr. R. Nalini for sabbatical leave for a period of one year.

However, Dr. H. Kalpana has stated that, as she has been shortlisted for the Fulbright Scholar in residence Award based on the agreement with the Metropolitan State University, Denver, Colorado, USA, she might be spending part of her sabbatical leave in the USA. She has also stated that in the event of her selection she would be offered only local hospitality without any remuneration/honorarium. Therefore, The UGC Sabbatical regulations, 8. 3. (iv) may be applied while granting necessary permission for this.

**Approved**

  
Dr. B. B. Mohanty

  
Dr. N. Sakthivel

  
Dr. G. Chandhrika

Prof. AMARESH SAMANTARAYA  
REGISTRAR (i/c)

आर. वेंकटरामन नगर/R. Venkataraman Nagar  
कालापेट/Kalapet, पुदुच्चेरी/Puducherry – 605 014  
भारत/INDIA

सं.सं. Ref.No. PU/Estt(T)/ET- 2/2022-23/1749

दिनांक/Date: 26.10.2022

**OFFICE ORDER No. 279**

Sub: PU – Estt(T)-Grant of Sabbatical Leave to Dr. H. Kalpana, Professor,  
Department of English, School of Humanities – Revised Orders issued –  
Reg.

- Ref: 1) Sabbatical leave application dated 01-03-2022.  
2) Minutes of the Sabbatical leave committee meeting dated 08.06.2022.  
3) Office order No.PU/Estt(T)/ET-2/2022-23/1665 dated 19.07.2022  
4) Your letter dated 22.07.2022.

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In partial modification of the Office Order 3<sup>rd</sup> cited above, Dr. H. Kalpana, Professor, Department of English, School of Humanities of this University is hereby sanctioned sabbatical leave in accordance with the provisions of the Academic Ordinances for one year from 01.08.2022 to 31.07.2023 instead of 15.06.2022 to 14.06.2023 to complete the publication of the edited book on Media Literature and Performance with regard literature.

All other terms and conditions stipulated in Office Order cited under reference (3) remains the same.

Encl: As above

To

Dr. H. Kalpana .....TPC,  
Professor,  
Department of English  
School of Humanities  
Pondicherry University,  
Puducherry.

REGISTRAR(i/c)

26/10/22

27/10/2022