



DATTA MEGHE

INSTITUTE OF HIGHER
EDUCATION & RESEARCH

(DEEMED TO BE UNIVERSITY)

LEARN. LEAD.

No.382H of 2024

Date:5.7.2024

Notification

It is for the information of all concerned that as approved by the Academic Council and Executive Council in its meeting held on 27.6.2024 and 1.7.2024 respectively, the Whistle Blower Policy is hereby notified as under.

Whistle blower Protection Policy

Introduction

DMIHER (DU) is committed to upholding ethical practices and legal compliances across all levels. The Whistle blower Protection Policy provides a secure and confidential mechanism for individuals to report concerns regarding misconduct, illegal activities, or unethical practices within the organization. The policy aligns with the Whistle Blowers Protection Act, 2014, ensuring protection from retaliation and a thorough, fair investigation process.

Objective

The objective of this policy is to:

1. Provide a secure and confidential platform for reporting concerns about misconduct, fraud, corruption, and other unethical practices.
2. Protect individuals from retaliation, as outlined in the Whistle Blowers Protection Act, and ensure reports shall be investigated promptly and appropriately.
3. Promote a culture of transparency and accountability within the organization.

Applicability

This policy shall apply to all staff members, including faculty, teaching and non-teaching staff, permanent and probationary staff, administrative staff, consultants, ad-hoc and contractual staff, contractors, suppliers, and service providers associated with the University.

Need and Scope

DMIHER (DU) recognizes the importance of fostering an ethical and transparent work environment. This policy is essential to encourage individuals to report concerns about misconduct, fraud, corruption, and other unethical practices without fear of retaliation. By providing a safe and confidential mechanism for reporting, the University aims to strengthen trust within the organization and uphold high standards of integrity and accountability.

This policy is intended for reporting serious concerns, including but not limited to:

1. Abuse of authority for unlawful self-advantage by any staff member.
2. Manipulation of institutional data or records.
3. Financial irregularities, including fraud and misappropriation of funds.
4. Misuse or unauthorized disclosure of confidential information.

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- Re-accredited by NAAC (4th Cycle) with A++ Grade (CGPA3.78)

Office : DMIHER (DU), Sawangi (Meghe), Wardha 442107 Maharashtra, India
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5. Violations of law, rules, or regulations.
6. Wastage of assets or material belonging to the Institute.
7. Unethical conduct or events involving specific individuals.
8. Security vulnerabilities affecting the institution.
9. Corruption, including acts of bribery and extortion that benefit one party at the expense of others.

Reporting

- 1) All protected disclosures shall be addressed to the Registrar of DMIHER (DU) or an individual nominated by the Executive Council (hereinafter referred to as the Competent Authority).
- 2) Anonymous disclosures shall be accepted if they contain specific, verifiable information that permits effective investigation.
- 3) Disclosures should preferably be submitted in writing to ensure clarity. Reports may be submitted in English, Hindi, or a regional language, either typed or handwritten.
- 4) Individuals submitting disclosures shall be encouraged to include a covering letter for confidential follow-up. The Competent Authority shall ensure the separation of the covering letter to maintain confidentiality.
- 5) Individuals shall be encouraged to provide detailed, factual information to facilitate a proper investigation, avoiding speculation or unsupported conclusions.
- 6) The Audit Committee, authorized by the Competent Authority, shall conduct a preliminary review of all protected disclosures and oversee thorough investigations as necessary. All investigations shall be fact-finding processes and shall not imply accusations.
- 7) The identity of individuals involved in submitting and investigating disclosures shall remain confidential, except where disclosure is required by law.
- 8) The Audit Committee shall acknowledge receipt of the disclosure within 3 days and aim to conclude the investigation maximum within 10 days, depending on the case's complexity.

Decision

If an investigation substantiates the concerns raised, appropriate action shall be taken, which may include:

1. Disciplinary action against the wrongdoer, in accordance with institutional policies.
2. Referral of the matter to law enforcement or regulatory authorities where required.
3. Initiation of legal action if warranted by the investigation findings.

In cases where no further action is deemed necessary, the following grounds may apply:

1. Insufficient evidence to support malpractice or a lack of likelihood that malpractice has occurred, is occurring, or is likely to occur.

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2. Evidence suggesting that the individual who reported acted in bad faith or with malafide intent. In such cases, appropriate action may be taken against the individual.
3. The matter has already been reported or is subject to ongoing proceedings with other authorities.

Anti-Retaliation and Whistle blower Protection

The University shall strictly prohibit retaliation against any individual who raises concerns in good faith. Retaliation may include, but is not limited to, demotion, harassment, discrimination, or unfavourable performance reviews. Any individual found engaging in retaliatory conduct shall face disciplinary action.

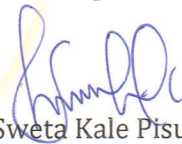
Rewards

Individuals whose concerns are found to be genuine and contribute to safeguarding the interests of the University may be rewarded appropriately. The reward shall be determined by the Competent Authority on a case-by-case basis.

Feedback

Upon completion of the investigation, and where permissible by policy and governing law, individuals who reported concerns shall be provided with a summary of the investigation outcome, ensuring confidentiality of sensitive details.

This Whistle blower Protection Policy shall be periodically reviewed to ensure compliance with the Whistle Blowers Protection Act, 2014, and other relevant legal standards. Any amendments shall reinforce the University's commitment to ethical conduct, transparency, and the protection of those reporting concerns.


Dr. Sweta Kale Pisulkar
Registrar, DMIHER (DU)

Copy to:

1. Hon'ble Chief Advisor, DMIHER (DU)
2. Hon'ble Vice Chancellor, DMIHER(DU)
3. Hon'ble Pro Vice Chancellor, DMIHER(DU)
4. The Chief Coordinator, DMIHER (DU)
5. The Director General (Admin.), DMIHER (DU)
6. The Executive Director, Quality Assurance (Academic Excellence)
7. The Executive Director, Research & Development, DMIHER (DU)
8. The Executive Director, DMIHER GLOBAL
9. The Director, Off Campus, Wanadongri, Nagpur
10. All the Heads of Institutions, DMIHER (DU)
11. The Principal, FNTCN/SMCON, Wardha/Wanadongri
12. All the Deans (Academics), DMIHER (DU)
13. The Director, School of Advanced Studies, DMIHER (DU)
14. The Director, SHER, DMIHER (DU)

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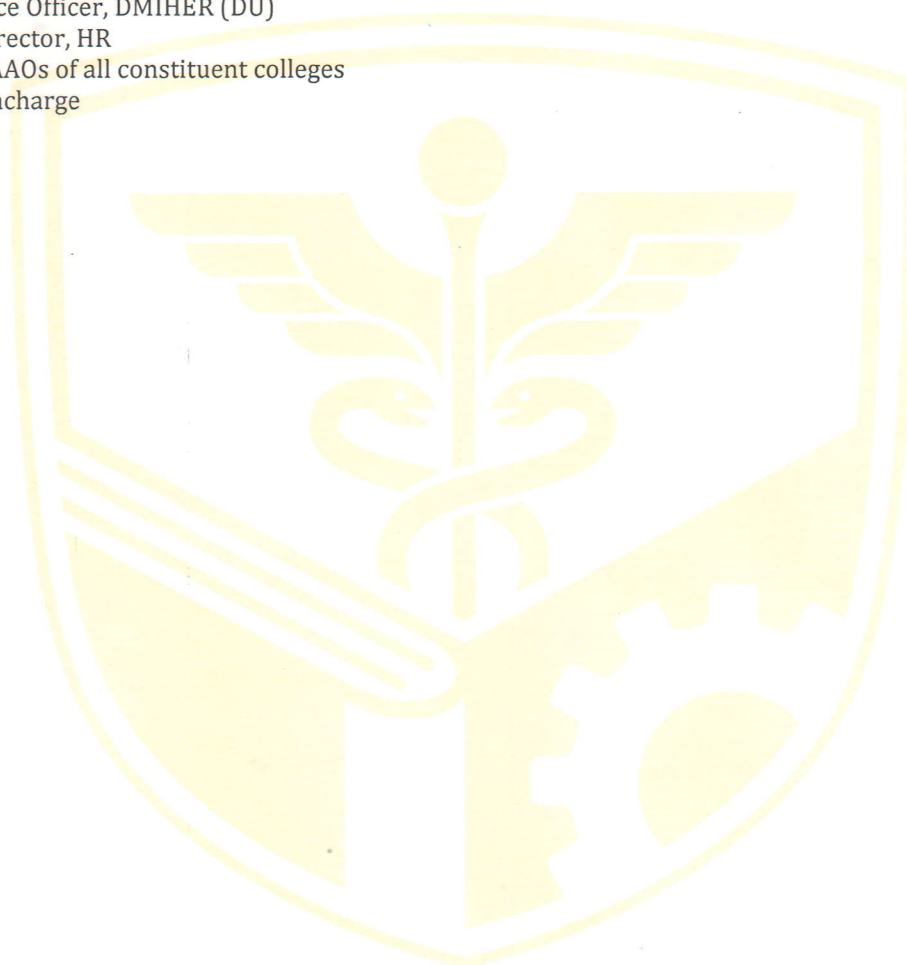


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15. The Director, People & Planning, DMIHER (DU)
16. The Director, Strategy, DMIHER (DU)
17. The Director, Admissions
18. The Director, Advanced Learning, DMIHER (DU)
19. The Director, International, DMIHER (DU)
20. The Dean, Examinations, DMIHER(DU)
21. The Director, Examinations, Assessment and Evaluation, DMIHER (DU)
22. The OSD, DMIHER(DU)
23. The Finance Officer, DMIHER (DU)
24. Deputy Director, HR
25. AO/AOs/AAOs of all constituent colleges
26. Website Incharge



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