



**Karunya** INSTITUTE OF TECHNOLOGY AND SCIENCES

(Declared as Deemed to be University under Sec.3 of the UGC Act, 1956)

MoE, UGC & AICTE Approved

**NAAC A++ Accredited**

## **SDG 16 - "Peace, Justice, and Strong Institutions"**

# **16** **PEACE, JUSTICE AND STRONG INSTITUTIONS**



Sustainable Development Goal 16 (SDG 16) stands as a vital support within the United Nations' global sustainability framework, aimed at fostering peace, justice, and robust institutions. This report examines the significant role of Karunya Institute of Technology and Sciences (KITS) in promoting SDG 16, focusing on its contributions through education, research, and community engagement. By advancing peace, justice, and institutional integrity, KITS demonstrates the transformative impact higher education can have in striving toward a fairer and more just world. Positioned as a center of knowledge, KITS holds a unique capacity to drive progress in alignment with the mission of SDG 16.

**16.1 Research on Peace and Justice:** KITS is committed to fostering a research-driven environment that aligns with the United Nations SDG, thereby promoting peaceful and inclusive societies for sustainable development, providing access to justice for all, and building effective, accountable, and inclusive institutions at all levels. Faculty members have published 20 research papers relevant to SDG 16 in Scopus Indexed Journals

S. No.	Title	Authors	Year	Scopus Source title	Volume	Issue
1	Enhancing distributed agent environments with quantum multi-agent systems and protocols	Archpaul, J., Vidhya, K., Taurshia, A., ...Kuriakose, B.M., Vijula, V.	2024	Multiagent and Grid Systems	20	2
2	An Internet of Medical Things-Based Mental Disorder Prediction System Using EEG Sensor and Big Data Mining	Ambeth Kumar, V.D.Surapaneni, S., Pavitra, D., Omar, M.M., Bashir, A.K.	2024	Journal of Circuits, Systems and Computers	33	11
3	Sustainable groundwater development using semi-supervised learning and community-led total forestry and pasture approach	Uma Maheswari, S.Alphy, A., Ganeshkumar, D., M, A.K., Manoj, S.	2024	Groundwater for Sustainable Development	25	
4	Biometric Authentication Voting System	Chetty, G., Arunodhayam, T.P.P., Maheswaran, C.P.	2024	Proceedings of 9th International Conference on Science, Technology, Engineering and Mathematics: The Role of Emerging Technologies in Digital Transformation, ICONSTEM		
5	Cyberbullying Predictive Analysis on X Data with Multi	Samsun, S., Basil Xavier, S.	2024	Proceedings of the 3rd International Conference on		

	Model Supervised Technique			Applied Artificial Intelligence and Computing, ICAAIC		
6	A Comparative Analysis of Machine Learning Algorithms for Crime Rate Prediction	Dileep, A., Ramalakshmi, K.S., Venkatesan, R., ...Nancy, G.R., Shirly, S.	2024	Proceedings of the 3rd International Conference on Applied Artificial Intelligence and Computing, ICAAIC		
7	RAG-Based LLM Chatbot Using Llama-2	Vakayil, S., Sujitha Juliet, D., Anitha, J., Vakayil, S.	2024	ICDCS 2024 - 2024 7th International Conference on Devices, Circuits and Systems,		
8	Birds Species Identification Using Deep Learning Model	Sherin, K., Kelin, A.R.D., Sanjai, P.C., Senthilvelan, S.	2024	2024 International Conference on Advances in Data Engineering and Intelligent Computing Systems, ADICS		
9	A study on the assessment of pollution and strategies for rejuvenation of Bharathapuzha river in Kerala, India	Anto, C.A., Verghese, V., Kurian, P.K., Cyriac, M.G., Archana, S.	2024	International Journal of Water	16	1
10	Prediction of Cyberbullying Attacks on Twitter Data using ANN and NLP	Nixon, I., Isravel, D.P., Dhas, J.P.M.	2024	2024 3rd International Conference for Innovation in Technology, INOCON		
11	Pinkwashing and Capitalism Among Youth Culture	Philip, S.M.	2024	Forensic Justice: A Global Perspective		
12	A Reflective Study on Rendering Services by The All-Women Police Station	Bhagavathy, P.G.S.	2024	Forensic Justice: A Global Perspective,		
13	Latent Semantic Analysis Based Sentimental Analysis of Tweets in social media for the Classification of Cyberbullying Text	Joy Winnie Wise, D.C., Ambareesh, S., Ramesh Babu, P., John Philip, B., Senthil Kumar, A.	2024	International Journal of Intelligent Systems and Applications in Engineering,	12	7
14	IoT-Based Wrist Band for Women Safety	Ebenezer, V., Uvaana Falicica, J., Roshni Thanka,	2023	Journal of Artificial	3	2

		M., ...Celesty, A., Eden, S.R.		Intelligence and Technology		
15	Forensic Podiatry: An Introduction	Kapoor, N., Kamble, A., Badiye, A.D.	2023	Textbook of Forensic Science		
16	Palmprints: An Introduction	Badiye, A.D., Kamble, A., Kapoor, N.	2023	Textbook of Forensic Science		
17	Comparative Analysis of Machine-Learning Techniques for Insult Detection in Social Commentary	Aakash, K.G., Juliet, S.D.	2023	Proceedings of the 8th International Conference on Communication and Electronics Systems, ICCES		
18	Enhancing Public Safety through License Plate Recognition for Counter terrorism through Deep Learning Technique	Archpaul, J., Vikas., Samuel, J., Balan, G., Premkumar, J.	2023	ICSPC 2023 - 4th International Conference on Signal Processing and Communication		
19	The debt trap, a shadow pandemic for commercial sex workers: Vulnerability, impact, and action	Shekhar, B.	2023	International Review of Victimology	29	1

## 16.2 University Governance Measures:

KITS recognizes the critical role of good governance in promoting sustainable development and peace, in line with the United Nations SDG. The institute is committed to implementing governance measures that are transparent, accountable, and inclusive, fostering the principles of democracy, rule of law, and respect for human rights.

### Elected representation on the University's highest Governing Body

#### Composition of the IQAC

1	Dr. G. Prince Arulraj, Vice-Chancellor	Chairperson
2	Dr. E. J. James, Pro Vice Chancellor (SIR) Dr. Ridling Margaret Waller, Pro Vice Chancellor (QS) Prof. Dr. R. Elijah Blessing, Registrar	Management Nominees
3	Dr. Ciza Thomas, Dean – School of CST Dr. C. Joseph Kennady, Dean (SSAM) Dr. Sajan Kurian, Dean - School of Agricultural Sc. Dr. S. Elizabeth Amudhini Stephen, CoE Dr. J. Clement Sudhahar, Dean (KSM) Dr. D. Nirmal, Associate Dean (ET)	Senior Administrative Officers

4	Dr. A. Brusly Solomon, Asso. Prof., Mechanical Engg. Dr. J. Anitha, Professor, ECE Dr. M. Mythily, Assistant Professor, CSE Dr. D. Pamela, Associate Professor, Biomedical Engg. Dr. V. Jegathesan, Asso. Prof., Robotics Engineering Dr. A. Sakunthala, Asst. Professor, Physical Sciences Dr. G. Lawrance, Asst. Professor, Management Studies Dr. M. Suguna Devakumari, Asst. Prof., Agriculture Sc	Faculty Nominees
5	Mr. R. Jerald, Senior Technologist, Department of Radiology, PSG Hospital, Coimbatore	Member (Nominee from Local Society)
6	Ms. S.J.Amy Dewsyl, URK21AE1027 Mr. Joel Richard G, URK20CS2091 Ms. Nishitha Wilfred, URK21BT1052 Ms. Madhu Pankajam N, URK20AC1044 Ms. Soundarya V., PRK22EC1001.	Members (Student Nominees)
7	Dr. Monica Subashini.M, Assistant Director, Office of Ranking and Accreditation VIT, Vellore Institute of Technology	Member (Alumni Nominee)
8	Mr. Jeyasingh P, COO, Jasmin Infotech PVT Ltd Mr. Karthik Nagappan. Vice President of Engineering, Tessolve Semiconductors Pvt Ltd. Mr. Antony Amburose, Senior Architect, Bosch India.	Members (Nominee from the Employer / Industrialists / Stakeholders)
9	Dr. S. Vincent Sam Jebadurai, Asst. Prof., Civil Engg Dr. P. Evanzalin Ebenanjar, Asst. Professor, Maths Dr. J. Jenkin Winston, Asst. Professor, ECE Dr. M. Wilson Kumar, Asst. Prof., Mechanical Engg Dr. Kowsalya G, Asst. Professor, Mathematics Ms. V. Leena Sharon, Asst Professor, Biotechnology	Faculty Members from IQAC
10	Dr. D. Tensing, Director (QAA)	Member IQAC Coordinator

### 16.2.1 Ethical Training

Our organization is committed to fostering ethical values and principles among our students, recognizing their crucial role in achieving sustainable development goals. As part of our comprehensive syllabus, we prioritize value education, integrating it as a core subject for all first-year students. This subject receives equal emphasis alongside other academic disciplines, reflecting our dedication to holistic development.

Our institution boasts a dedicated department for ethics, ensuring that ethical considerations permeate every aspect of student learning and development. Through our curriculum, we instill the importance of tolerance, coexistence, and engagement with social issues, promoting values such as justice, peace, and well-being.

Furthermore, our educational approach aligns with several Sustainable Development Goals (SDGs), notably SDG 4 (Quality Education) and SDG 16 (Peace, Justice, and Strong Institutions). By nurturing ethical leadership and fostering a culture of social responsibility, we contribute to SDG 8 (Decent Work and Economic Growth) and SDG 9 (Industry, Innovation, and Infrastructure).

Our commitment to sustainable development is reflected in our efforts to empower students with the knowledge and values necessary to become responsible global citizens. Through our holistic educational approach, we endeavour to create a future generation equipped to address complex societal challenges and contribute positively to a more sustainable world.

S. No.	Event	Title	Date
1	FDP Organised by IQAC	<b>Mentoring:</b> Mentoring for Inclusivity: Cultivating Diverse and Inclusive Mentoring Practices	07.05.2024
2	FDP Organised by IQAC	<b>SDG:</b> Integration of Sustainable Development Goals and Empowering Change Agents	06.05.2024
3	FDP Organised by IQAC	<b>OBE:</b> Mastering Outcome-Based Learning for Enhanced Student Outcome	04.05.2024
4	FDP Organised by IQAC	<b>Patent:</b> Crafting Innovative Patents: Mastering Patent Drafting and Strategic Patent Searches	03.05.2024
5	FDP Organised by IQAC	<b>Research:</b> Unlocking Insights: Mastering Data Analysis and Interpretation in Research	02.05.2024
6	Summer Faculty Training Programmes 2023	Mentoring the Mentors	17.06.2023
7	Summer Faculty Training Programmes 2023	Technology Translation & Commercialization	23.06.2023-24.06.2023
8	Online Webinar	Mental Health	11.04.2023
9	Training Program Organized by IQAC	Project Proposal Writing	04.03.2023
10	Summer Training Program Organized by IQAC	Art of Writing Quality Research Papers	15.06.2023
11	Summer Training Program Organized by IQAC	Effective Counselling	20.06.2023
12	Summer Training Program organized by IQAC	Enlightened to Lead	22.06.2023

### 16.2.2 Sustainability Committee

The objective of having a Sustainability Committee at Karunya Institute of Technology and Sciences is to foster a culture of environmental responsibility and to implement sustainable practices across the campus. This committee is committed to advancing initiatives that promote

resource efficiency, waste reduction, and eco-friendly solutions. By educating and engaging the campus community, the committee supports Karunya's mission to create a sustainable, responsible environment that aligns with global standards and prepares students to be proactive leaders in environmental stewardship.

The expected outcomes of the Sustainability Committee at Karunya Institute of Technology and Sciences include:

- Enhanced Environmental Awareness
- Reduced Environmental Impact
- Integration of Sustainability into Curriculum and Research
- Community Engagement and Leadership
- Student Preparedness for Global Citizenship

These outcomes align with Karunya's commitment to creating a positive impact on society and building a sustainable future.





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Karunya Nagar, Coimbatore - 641 114, Tamil Nadu, India.

Dr. G. Prince Arulraj, M.Tech., Ph.D.,  
Vice Chancellor

KITS/VC/OO/244/2023  
30 June 2023

### OFFICE ORDER

The following Regulatory committee is constituted for implementation and Monitoring of Sustainable Development Goals.

Dr. E. J. James, Pro Vice Chancellor (Strategy, Innovation & Research)		Chairman
<b>Members</b>		
SDG 1	No Poverty	Dr. J. Vimalin Hena Dr. S. Usha Nandhini Dr. J. Patricia Kalaiarasi
SDG 2	Zero Hunger	Mr. Dayanand Peter Dr. R. Emilin Renitta Dr. M.M. Pragalyaashree
SDG 3	Good Health and Well-being	Dr. S. Thomas George Dr. J. Samuel Thomas Dr. Sheila Daniel Dr. D. Pamela Dr. R.S. David Paul Raj Dr. X. Anitha Mary Dr. T. C. Kumari Sugitha Dr. A. Ashamonicka Dr. R. Freeda Blessie
SDG 4	Quality Education	Dr. V. Evelyn Brindha Dr. D. Raveena Judie Dolly Dr. G. Shinelet Dr. S. Mohanasundaram
SDG 5	Gender Equality	Dr. J. Daphy Louis Lovenia Dr. Amutha Dhanaraj Dr. P. G. Sunanda Bhagavathy
SDG 6	Clean Water and Sanitation	Dr. P. Jegathambal Dr. S. Kavitha Dr. R. Pricilla Joy Dr. K. Indira Petchiammal Dr. K. Christopher Gunasingh Dr. L. D. Vijay Anand Dr. A. Obadiah





SDG 7	Affordable and Clean Energy	Dr. A. Immanuel Selvakumar Dr. M.S.P. Subathra Dr. Prawin Angel Michael Dr. K. Leo Dev Wins Dr. S. Joseph John Marshal Mr. S. Reeves
SDG 8	Decent Work and Economic Growth	Dr. G. T. Thiru Arooran Dr. K. Martina Rani Dr. K. Aruna Dr. D. Abraham Chandy
SDG 9	Industry, Innovation and Infrastructure	Dr. K.R.S Krishnan Mr. S. E. Vinodh Edwards Dr. D. Sugumar Dr. H. Victor Du John
SDG 10	Reduced Inequalities	Dr. A. Albert Rajan Dr. S. Immanuel Alex Pandian Dr. N. Cinthia Jemima
SDG 11	Sustainable Cities and Communities	Dr. J. Brema Dr. Sneha Gautam Ms. Roshini Praveen Kumar
SDG 12	Responsible Consumption and Production	Dr. T.V. Ranganathan Dr. E. Adlin Pricilla Vasanthi Ms. Vanathy
SDG 13	Climate Action	Dr. P. Jegathambal Dr. R. Susanpoonguzhali
SDG 14	Life Below Water	Dr. C. Mayilswami Dr. S. Murugan
SDG 15	Life On Land	Dr. M. Suguna Devakumari Dr. R. Isaac Manuel Dr. C. Vani
SDG 16	Peace, Justice and Strong Institutions	Dr. G. Nisha Malini Dr. N. L.Praising Linijah Dr. B. Paulin Ebenezer Mr. I M J Anandaraj
SDG 17	Partnerships for the goals	Dr. S. J. Vijay Dr. Madhu Ganesh Dr. S. Rajesh Dr. R. Nandha Kumar Dr. B. Vidhya Dr. J. Dinesh Peter

  
Dr. G. Prince Arulraj



### **16.2.3 Students Union**

Considering the importance of student participation in governance and their input for modifying and improving the overall academic and administrative processes, KITS has evolved a three-tier system consisting of a student panel of class representatives, student-mentor forum and student assemblies.

- All class representatives constitute the Student Council. The student panel representatives meet at least once in a month and provide suggestions and recommendations to the Heads of Department. The members of different panels meet twice or thrice a year and give their feedback to the management on academic, administrative and student welfare matters, which are taken up by the management on priority basis. Apart from the executive officials of KITS, the Chancellor interacts with the student representatives once a semester and guides the officials to take action on their suggestions.
- The student committees manage important activities related to international exchange programme under IAESTE, innovation event - MindKraft, and other social, environmental and cultural clubs under extension activities and sport events.
- The student committees also play a major role in the halls of residences where they are actively involved in decisions pertaining to hostel events, study, food, amenities and hostel upkeep.
- These students organize special programmes conducted during the morning assemblies, which are attended by the entire student community.

**Indicators of student involvement in institution-building and their welfare are listed below:**

1. As members and coordinators in Curriculum Development Cell and Entrepreneurship Cell, their input for introduction of new and add-on courses leading to invention, innovation and incubation is well received;
2. Recommendations from students to conduct courses in cutting-edge areas by academicians from reputed universities abroad were considered favorably leading to the introduction of 3 credit courses from Technical University of Berlin and Old Dominion University (USA)
3. Students from KITS had undertaken internships / mini-projects in reputed international universities / industries and students from across Continents pursued their internship at KITS under IAESTE, which is managed by the student coordinators designated as Heads, Managers and Team Leaders
4. Three student groups, namely, KarunyaHacks (Technical Team), KarunyaKreatives (Design Team) and E-Cell Karunya (Entrepreneurship Team) organize Hackathons and programs on startups.
5. Suggestions from student's sports committee to upgrade sports facilities such as courts, stadiums and gymnasiums were implemented
6. Involvement of students in the planning and implementation of skill development programmes and placement activities leading to better placement opportunities.

7. Some of the student welfare activities include: scholarships and fee concessions to deserving students, 'earn while you learn' opportunities, seed money for project work, international internships, incubation and start-up facilities, amenities such as uninterrupted water supply, electricity and wi-fi, digital library, state-of-art laboratories, hospital for healthcare within the campus, outdoor and indoor stadiums and gymnasiums.

<https://karunya.edu/iaeste>

<https://www.karunya.edu/iqac/members>

<https://karunya.edu/campuslife/campusmedia>

<https://www.karunya.edu/grc>

<https://karunya.edu/campuslife/studentsclubs>

<https://www.facebook.com/ecestudKarunya/>

<https://karunyauniversity.net/index.php/campuslife/abtkarunyafamily>

#### **16.2.4 University principles on corruption and bribery.**

KITS has well defined policies and principles to address corruption and bribery, as these activities are not only illegal but also undermine the integrity of academic institutions. The Institute adheres to ethical standards and codes of conduct to ensure a fair and transparent academic environment.



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## **Policy on Anti-Corruption and Bribery**

### ***A. Introduction***

Karunya Institution of Technology and Sciences (KITS) is committed to conducting its operations fairly, honestly and openly; to the highest standards of integrity; and in accordance with relevant legislation. KITS has zero tolerance on Bribery and Corruption, and believes the fight against Bribery and Corruption is in the broader interests of business and civil society. The Institution is concerned to protect its operations and reputation and its stakeholders, staff and students from the detriment associated with Bribery and other corrupt activity. It is therefore committed to preventing Bribery and Corruption/Fraud by its staff and any third party acting for or on behalf of the Institution.

### ***B. Definitions***

Bribery and Corruption are complex legal concepts and the definitions are given in schedule 1. For the purposes of this Policy, bribery and corruption have been treated as separate offences, but it should be recognised that there are circumstances in which they overlap.

### ***C. KITS Approach to Bribery and Corruption***

1. KITS will take appropriate action to prevent Bribery and all forms of Corruption in the campus.
2. No KITS employee or associated person shall seek a financial or other advantage for the KITS through Bribery. No KITS employee or associated person shall offer, promise, give, request, agree to receive or accept a Bribe for any purpose.
3. The payment or acceptance of facilitation payments or any other "kickback" by KITS employees and associated persons is unacceptable.
4. KITS has zero tolerance to Corruption within its operations, and KITS employees and associated persons must not engage in any form of Corruption with regard to activity carried out on behalf of the KITS.
5. KITS employees who suspect that Bribery or Corruption have occurred are required to report such instances internally, through the channels described in schedule 2. The KITS

will appropriately investigate, record, and report all suspected instances of Bribery and Corruption in accordance with the procedures set out in schedule 2.

6. Bribery and Corruption by **KITS** employees will be treated as a serious disciplinary offence resulting, potentially, in suspension, dismissal and legal action.
7. Excessive or lavish gifts or hospitality in relation to business transactions or arrangements with donors might constitute Bribery. No KITS employee or associated person shall give or receive gifts or hospitality otherwise than in accordance with the Financial Regulations.
8. KITS takes measures to prevent Bribery and Corruption by agents or other third parties performing services for or on behalf of the KITS; and will take appropriate action should it discover that they are engaging in such acts.

#### ***D. Implementation***

Responsibility for implementation of this policy lies with The Registrar and Finance Officer.

9. The commitment by the KITS to preventing Bribery and Corruption shall be clearly and regularly communicated to staff and associated persons by the Registrar or others nominated by the Registrar. For this purpose Audit and Scrutiny Committee has approved the Standards expected of KITS employees and associated persons.
10. The nature and extent of the risks relating to Bribery and Corruption to which the KITS is exposed shall be regularly and appropriately assessed and appropriate procedures to prevent Bribery and Corruption, including proportionate preventative and detective internal controls, and effective reporting procedures shall be implemented to reflect the outcomes of the risk assessments.
11. Where risk assessments indicate a significant risk that Bribery and/or Corruption might occur in relation to a particular transaction, third party or territory, appropriate due diligence shall be conducted prior to proceeding with the relevant transaction.
12. This Policy shall be available to every KITS employee and the KITS shall arrange specific training for those deemed most likely to encounter Bribery and Corruption.
13. KITS's procedures to prevent Bribery and Corruption shall be monitored and reviewed and, where appropriate, amended to reflect legal requirements and in the light of any instances of Bribery and Corruption.

#### ***E. Implementation Responsibilities***

14. The Registrar shall have the following responsibilities for :

14.1. to maintain a register of the incidents of Bribery and Corruption that are reported to him or her and to investigate further and to report such incidents in accordance with the procedures set out in schedule 2;

14.2. to compile an annual report for the *Audit and Scrutiny Committee* on the implementation of this Policy including the outcomes of any relevant risk assessments and due diligence and any incidents of reported Bribery and Corruption, thereby contributing to the monitoring and review of this Policy; and to recommend any changes to this Policy which, may from time to time, become appropriate;

14.3. to ensure that any standard KITS documents and procedures (including procurement terms and procedures, fundraising documentation, and terms and conditions of employment) reflect the requirements of this Policy;

14.4. to coordinate the KITS's response to any investigation or charge under Anti-Bribery or Corruption legislation;

14.5. to ensure that procedures are in place to communicate the Standards to all staff and any relevant associated persons and to deliver appropriate training to them

14.6. to oversee the compilation of specific Bribery and Corruption risk assessments and the conduct of appropriate due diligence into significant transactions with a view to assessing Bribery and Corruption risks and taking appropriate action to mitigate them; and

14.7. to monitor the effectiveness and review the implementation of this Policy, regularly considering its suitability, adequacy and effectiveness.

The Registrar may delegate these responsibilities to named individuals as he or she deemed fit.

#### ***Schedule 1 – Interpretation***

**Associated person** – a person, company or other legal entity that performs services for or on behalf of the KITS and which may include for example agents, subsidiaries and sub-contractors of the KITS, recipients of grants from the KITS, partners in joint ventures or collaborative working arrangements of any kind and suppliers of fundraising, professional or other services to the KITS.

**Bribery** – (a) offering, promising, giving, requesting, or accepting a financial or other advantage in circumstances occurring inside or outside the Country which are intended to induce or reward **improper** performance of a function or activity that :

- is of a public nature, performed in the course of a person's employment, connected with a business or trade, or performed on behalf of a body of people; and
- a reasonable person in the Country would expect to be performed in good faith, impartially or in accordance with a position of trust;

(b) offering, promising or giving a financial or other advantage to a public official outside the Country (or somebody else nominated by that official) intending to influence the official in the performance of their official functions in order to obtain or retain business or a business advantage.

**Facilitation payments** - payments intended to secure or expedite routine or necessary Government action. A **facilitation payment** includes a payment to a public official to do their job properly as well as payment to do their job improperly.

**Corruption** - an act or omission, made with the intent of making a financial gain, or causing a financial loss, or exposing another to the risk of a financial loss, in which a person:

- dishonestly makes a false representation; or
- dishonestly fails to disclose information which he or she is under a legal duty to disclose; or
- occupies a position in which he or she is expected to safeguard, or not act against, the interests of another person and;
  - dishonestly abuses that position; and
  - intends, by means of that abuse of that position to make a gain for himself or herself or another, or- to cause loss to another or to expose another to the risk of loss.

**Improper** - (a) a failure to perform a function or activity in good faith, impartially or in accordance with a position of trust; or (b) not performing the function at all. In deciding whether a function or activity has been performed **improperly** outside India, any local custom or practice must be disregarded unless it is permitted or required by the written law of the country in which it is performed.

## ***Schedule 2: Investigation, Recording and Reporting of Bribery and Corruption***

### ***Making a disclosure***

1. Members of staff, or students or other individuals who reasonably suspect Bribery or Corruption in the KITS, should report their concerns as soon as possible to the Finance Officer or the Registrar, providing a brief description of the alleged irregularity, the loss or potential loss involved, and any evidence supporting the allegations or irregularity or identifying the individual or individuals responsible.
2. Any report will be treated as a disclosure under the KITS's Policy and as such will be brought to the attention of the Registrar, who will decide on the procedure to be adopted.
3. Although Bribery and Corruption can overlap, for clarity, references to both offences have been included within this procedure.

### ***Bribery and Corruption Review Committee (BCRC)***

4. Where concerns are to be taken forward under this policy, they will be considered by a Bribery and Corruption Review Committee (BCRC) comprising:
  - i) Registrar; Convener
  - ii) Finance Officer; Member



iii) Finance Manager; Member and

iv) Special Investigation Officer as appointed by the Registrar.

5. The BCRC will decide on such further steps as are necessary

5.1. to investigate the complaints

5.2. to notify the Police and other relevant authorities;

5.3. to control damage and further loss;

5.4. to comply with any requirements of the KITS's insurance cover;

5.5. to establish and secure evidence necessary for criminal and disciplinary action;

5.6. to recover losses;

5.7. to ensure that appropriate action is taken against those responsible; and

5.8. to communicate with internal personnel and outside organisations with a need to know and in particular consider

5.9 to notify the appropriate funding body under the terms of any grant to which the allegations relate; and

5.10 to ensure that the relevant legal measures are undertaken

6. In any case where immediate action is required, the Registrar / Finance Officer may take necessary steps and report to the BCRC on the actions taken.

7. The investigator will keep the BCRC informed as to the progress of the investigation and will complete the investigation in as timely a manner as is reasonably possible. And the Registrar in consultation with the Audit and Scrutiny Committee will recommend appropriate course of disciplinary action to the Vice Chancellor.

#### *Suspension*

8. Any individual who is suspected of Bribery or Corruption may be suspended immediately pending a full investigation by the constituted Committee.

#### *Confidentiality*

9. All persons concerned with the investigation must treat the information in strict confidence. Where necessary, information will be transmitted in confidence to relevant regulatory bodies. An unwarranted breach of confidence may be the subject of disciplinary action.

#### *Insurance*

10. In the case of insured claims, the Audit and Scrutiny Committee will ensure that any requirements of the insurance cover are observed.

#### *Interim reporting*

11. The BCRC will notify the Vice-Chancellor and the Chairman of the Audit and Scrutiny Committee that a matter has been reported under this policy and will provide such further and

confidential interim reports as to the progress of the investigation as are deemed necessary. Such reports may be oral or written as appropriate.

#### *12 Recovery of losses*

12.1. The Audit and Scrutiny Committee will quantify the amount of any loss. The Finance Officer will take advice from Legal Services and the Insurance Office and may recommend civil action to recover outstanding losses in those cases where there is a reasonable prospect of success.

12.2. In cases of substantial loss, consideration may also be given to an application for an order to freeze the suspect's assets pending completion of the investigation.

#### *Final report*

13. The final report, which will be provided in strict confidence to the Vice-Chancellor by the Chairman of the Audit and Scrutiny Committee, will contain:

13.1. a description of the allegations and the steps taken to investigate them;

13.2. a conclusion as to whether the allegations made had substance and if so the extent of any loss and any other adverse impact on the KITS;

13.3. a description of any steps taken in relation to the individual or individuals concerned together with recommendations as to any disciplinary action;

13.4. the steps taken to mitigate any losses to the KITS;

13.5. the measures taken to avoid a recurrence; and

#### *Records*

14. The Registrar shall maintain a Register of all cases of Bribery or Corruption which are reported within the KITS (except the Press, which maintains its own records), including those where there was found to be no case to answer.

15. The Registrar shall specify the following, in relation to each case of Bribery or Corruption:

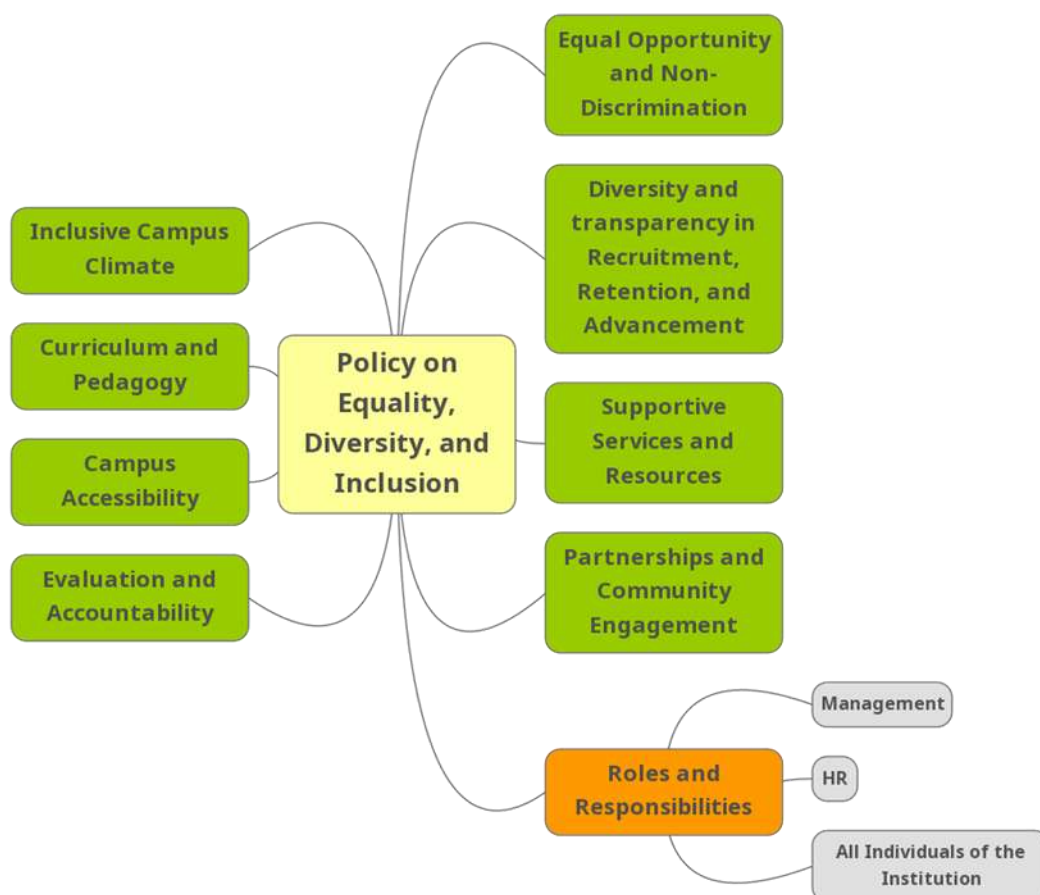
- i. what the suspected or actual incident was;
- ii. whether the incident was suspected or actual;
- iii. when the suspected or actual incident occurred
- iv. what the actual and potential impact of the incident on the KITS might be;
- v. what inquiries were made and/or action was taken, including any reports to other regulators or the police;
- vi. how any decision to terminate the investigation of the incident was made, and why;
- vii. what policies and procedures were in place that apply to the incident, whether they were followed, and if not, why; and
- viii. whether policies and procedures need to be introduced or revised, and if so, how and by when.

#### *Communication to the complainant*

16. The complainant will be informed in broad terms of the outcome of the investigation, having due regard to the confidentiality of information relating to the individual or individuals accused and others identified in the report.

### **16.2.5 Policy on Equality, Diversity, and Inclusion**

Karunya Institute of Technology and Sciences is dedicated to fostering inclusion, diversity, and equality in every sphere of our organisation. We are aware that embracing a varied and inclusive community of students, faculty members, and staff enhances the learning environment, encourages creativity, and equips graduates to succeed in a transnational society. This policy document highlights the institutions dedication to equality, diversity, & inclusion and lays out the values and steps taken as an Institute to make sure the policy is put into practise.



## **Equal Opportunity and Non-Discrimination**

Regardless of a person's race, colour, ethnicity, national origin, gender, gender identity, age, religion, disability, or any other protected trait, KITS is committed to giving them equal opportunity. Within the campus community, it is totally forbidden to engage in harassment, discrimination, or any other sort of discriminatory behaviour.

### **Inclusive Campus Climate:**

KITS strives to create a welcoming environment on campus where the diverse perspectives, backgrounds, and identities of our students, faculty members, and staff are valued and respected. KITS will cultivate a setting that welcomes free discussion, respect for one another, and the interchange of ideas. In their efforts to advance their academic and personal development, every member of our community should feel supported, protected, and welcomed. Institution will actively work to eliminate barriers, bias, and prejudice, and we promote an atmosphere of acceptance, tolerance, and belonging.

### **Diversity and transparency in Recruitment, Retention, and Advancement:**

A diverse community of students, teachers, and staff is something we are dedicated to admitting, recruiting, sustaining, and advancing. Through inclusive admission, recruitment and retention tactics, institution will actively work to attract people from a variety of backgrounds, especially underrepresented groups. Equal access to educational and employment opportunities will be provided, and all decision-making procedures will be fair and transparent.

### **Curriculum and Pedagogy:**

To represent the plurality of our society and better prepare our students to be global citizens, KITS will incorporate a broad range of perspectives and inclusive content into our curriculum. Institute will advocate for teaching strategies that are inclusive and culturally sensitive, engage students from all backgrounds, and foster understanding, empathy, and critical thought.

### **Supportive Services and Resources:**

To satisfy the different needs of our students, faculty members, and staff, we will offer a variety of support services and resources. In order to promote an inclusive and fair learning and working environment, this also includes access to counselling, mentorship initiatives, accommodations for individuals with challenges, and other support systems.

### **Campus Accessibility:**

KITS is dedicated to making the campus environment inclusive and physically accessible for all. To make our facilities, technologies, and infrastructure accessible to all individuals with disabilities and physically challenged, institution works to remove structural and physical

impediments. Our institution will also encourage the campus community to be aware of and comprehend accessibility hardships.

### **Partnerships and Community Engagement:**

KITS will actively engage with external organizations, community groups, and stakeholders to foster collaboration and promote equality, diversity, and inclusion. Institution will seek partnerships to support initiatives that advance diversity and inclusion in higher education, create opportunities for dialogue, and contribute to positive social change.

### **Evaluation and Accountability:**

KITS will regularly assess and evaluate our policies, practices, and initiatives to ensure their effectiveness and make necessary improvements. Institution will collect and analyse data on diversity and inclusion, monitor progress, and report transparently on our achievements and challenges. Institution is also committed to holding ourselves accountable for promoting equality, diversity, and inclusion throughout our university community.

### **Roles and Responsibilities:**

Members of the Institution Management Team have responsibility and overall accountability for:

- Promoting equality and good relations between different groups
- Ensuring issues of discrimination and/or breaches of policy are dealt with through appropriate procedures
- Staff are provided with development and training in relation to diversity and equality
- The inclusion within annual reviews and development plans of specific objectives relating to equality
- Reporting on progress to the Executive Council

### **Human Resources have responsibility for:**

- Reviewing HR owned policies and procedures on a regular basis and at times of legislative change
- Providing training for all members in equality and respect at work.
- Supporting members of the institution in the application of the policy and procedures
- Monitoring equality data and retaining it in a secure manner
- Conducting audits

**Individuals have a responsibility for:**

- Co-operating in ensuring that the aims and objectives of the policy statement are achieved
- Attending any training provided in equality and diversity
- Taking reasonable steps to ensure they encourage equality and diversity within the University and to ensure their actions do not contribute to unfair or discriminatory treatment of others
- Supporting colleagues and students who may be experiencing unfair or discriminatory treatment through bringing this to the attention of the perpetrator and/or by encouraging the recipient to take action through the appropriate procedures
- Take all reasonable steps to ensure learning and teaching materials, methods and tools are inclusive.

**Existing Documents, policies and bodies**

The institution has proactively established two essential policies that reflect our commitment to creating an inclusive and accessible environment for all members of our community.

The "Disable-Friendly and Barrier-Free Environment" policy is a comprehensive framework that focuses on ensuring that our facilities, infrastructure, and services cater to the needs of individuals with disabilities. This policy aims to remove physical barriers and obstacles that may hinder the mobility and access of people with disabilities within the campus. It involves making necessary modifications and accommodations to buildings, pathways, classrooms, laboratories, and common areas, ensuring that they are universally accessible.

The policy also emphasizes the provision of assistive technologies and support services to facilitate the participation and engagement of individuals with disabilities in academic and extracurricular activities. By implementing this policy, we aim to foster an inclusive environment that promotes the dignity, independence, and equal opportunities for all members of our community. The "Grievance Redressal Policy" is another vital aspect of our commitment to transparency, fairness, and accountability.

This policy outlines a structured and effective mechanism for addressing complaints and grievances raised by students, faculty, staff, or any other stakeholders. It establishes clear procedures for reporting grievances, ensuring confidentiality, and conducting impartial investigations.

Additionally, the policy defines the roles and responsibilities of relevant authorities involved in the grievance redressal process. By having a well-defined grievance redressal system, we aim to ensure that any concerns or issues raised by our community members are addressed promptly and equitably. This reinforces a culture of trust, open communication, and continuous

improvement within our institution. Both policies are designed to align with national and international standards and best practices.

Regular reviews and updates are conducted in collaboration with stakeholders, including representatives from the disabled community and various campus constituents. By continuously refining and adhering to these policies, we aim to create a vibrant and supportive environment that nurtures the growth and development of all individuals, irrespective of their abilities or backgrounds.

This policy statement reflects our strong commitment to creating an inclusive and equitable university community that values and celebrates diversity. By embracing equality, diversity, and inclusion, we aim to cultivate a vibrant and intellectually stimulating environment where all individuals have equal opportunities to learn, teach, research, and thrive.



#### **16.2.6 Identify and engage with local stakeholders.**

**Policy on participation of local stakeholders as experts for CDC, CCC, BoS and Academic Council (AC)**



translational teaching process. Quality Improvement Programs in reputed institutions are offered to faculty members.

#### **4. Policy Statement on Curriculum Development**

**4.1 Curriculum Development Bodies:** The four tier academic system shall consist of a Curriculum Consultative Committee (CCC), Curriculum Development Committee (CDC), Board of Studies (BoS) and Academic Council (AC) to formulate, scrutinize, finalize and approve the curricula considering the latest guidelines of statutory and accreditation requirements. This will take into consideration the advancements in the Programs or Courses, innovations in teaching and learning process and the requirements of the stakeholders or employers.

**4.1.1 Curriculum Consultative Committee (CCC):** Comprises of industrial experts, eminent scientists and engineers from R&D institutions and other relevant organizations to serve as a Think-tank to provide a broader framework for Curriculum development. The Committee constituted department-wise shall meet twice in an academic year under the chairmanship of the Dean of the School.

**4.1.2 Curriculum Development Committee (CDC):** Comprises of the Dean of the School, Professors, Associate Professors, senior Assistant Professors and two student representatives of the Department with the Head of the Department as the Chairman. While formulating the syllabi for interdisciplinary or trans-disciplinary Courses, the faculty members with specializations in those areas from other Departments shall be co-opted. The CDC shall meet twice every year before the meetings of BoS for drafting curricula and syllabi and prepare the agenda for discussion at BoS. The advancements in each area should be reviewed at the CDC and the guidelines of UGC and other government statutory bodies concerned be referred to at the meetings.

**4.1.3 Board of Studies (BoS):** Comprised of Professors, Associate Professors, senior Assistant Professors from the Department and other relevant Departments (wherever inter-disciplinary or trans-disciplinary areas are covered) and six eminent external members – three of them to be present in person and three others to be available on online platforms. The constitution of six of the external members shall be: two members each from industry, academia and alumni. The major functions of the BoS are to decide on: the new Programs/Courses and activities, the criteria on credit allocation, the relevance of the objectives/outcomes /topics/case studies/ design/products/ reference materials to be included, the relevance of the program/ course/syllabi from the point of view of the advancements in the area and the guidelines of statutory bodies. The BoS shall decide on the core and elective subjects to be taught according to the guidelines of the statutory bodies and the practices followed in reputed academic institutions in India and abroad. The discussions and deliberations at the BoS are expected to be crucial in introducing the advancements in the area in the curricula and deciding the objectives and outcomes of Courses considering the Blooms taxonomy and the six levels of learning. Also, BoS shall endeavor to ensure successful functioning of the interactive mode of teaching and learning, making the process more practical, skill based and product oriented.

**4.1.4 Academic Council (AC):** Is constituted following the guidelines of UGC/MHRD with the Vice Chancellor as Chairman. The AC shall have 15 eminent external members – five each from academia, industry and alumni. Care shall be taken to give coverage to most of the branches and disciplines represented in KITS. Inter-disciplinary experts with wide experience also can be included as external members within the stipulated number. Apart from the external members, the Pro Vice

#### **16.2.7 Participatory bodies for stakeholder engagement.**

KITS engage stakeholders in Board of Management, Finance Committee, Planning and Monitoring Board, Academic Council, Board of Studies, and Internal Quality Assurance Cell for participating in university decision making.

KITS understands the pivotal role that stakeholder engagement plays in shaping the institution's trajectory and impact. Recognizing the importance of inclusive decision-making and collaborative partnerships, KITS has established participatory bodies such as dedicated to engaging with stakeholders from various sectors. These bodies serve as platforms for dialogue, cooperation, and collective decision-making, ensuring that diverse perspectives are considered in the institution's governance and strategic initiatives.

KITS students are attached with Farm Science Centre (KVK) under RAWE to undergo eight weeks of village attachment with farmers.

### **Participatory Bodies – Krishi Vigyam Kendra**



**Karunya Institute of Technology and Sciences**  
(Declared as Deemed-to-be University under sec. 3 of the UGC Act 1956)  
MoE, UGC & AICTE Approved; NAAC Accredited A++; ICAR Accredited  
Karunya Nagar, Coimbatore - 641114, Tamil Nadu, India.  
**School of Agriculture and Biosciences**

KITS/DEAN/LET/01/2023  
July 17, 2023

To

The Senior Scientist & Head  
Krishi Vigyan Kendra,  
PO. Vivekanandapuram,  
Karamadai Block, Coimbatore

Sir/Madam,

**Sub: Attachment of Students with Farm Science Centre (KVK) under RAWE for B.Sc (Hons.)Agricultural students-Requested-Reg**

As you are aware, ours is an ICAR-accredited educational institution offering B.Sc. (Hons.) Agriculture programme following ICAR curriculum and recently accredited with the highest grade of NAAC A++. We gratefully acknowledge the technical relationship that we have envisaged through a MoU signed recently. We are thankful for the technical help that your team rendered to our agri-RAWE students during the last few years.

Now again, as part of the ICAR course curriculum, B.Sc. (Hons.) Agriculture students have to undergo 8 weeks of village attachment with farmers from 21st July to 20th September 2023 and a maximum of 5 weeks of KVK / NGO / Research Station attachment from 21st September to 28th October 2023 at your KVK under Rural Agriculture Work Experience (RAWE).

Now again, as part of the ICAR course curriculum, B.Sc. (Hons.) Agriculture students have to undergo 8 weeks of village attachment with farmers from 21st July to 20th September 2023 and a maximum of 5 weeks of KVK / NGO / Research Station attachment from 21st September to 28th October 2023 at your KVK under Rural Agriculture Work Experience (RAWE).

As per our arrangements, we would like to place our 83 RAWE students (List enclosed) at your KVK for studying farmers and farms. We hereby request you to engage the students in your activities as part of the programmes of KVK. Towards this endeavour, you may provide the students with some tasks with farmers/others to perform to advance your mandate.

We remain grateful for your co-operation and support.

A line of confirmation for the same would be helpful.

**Prof. Dr. Sajan Kurien**  
**DEAN**

**Encl:** RAWE students details







தமிழ்நாடு தனிநபர் கையொப்பம் MIL NADU



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சா. ப. ச. முகநிலைகாரன்  
வித்யாபலயப் பள்ளி  
கோயம்புத்தூர், கோயம்புத்தூர்  
உரிமம்: 16482/201/95

#### MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MoU) is made and executed on this 15<sup>th</sup> day of February 2023, at Gobichettipalayam.

Between

**Karunya Institute of Technology and Sciences**, Karunya Nagar, Coimbatore-641114, having its registered office at Karunya Nagar, Coimbatore - 641114 represented by Prof. Dr. R. Elijah Blessing, Registrar, hereinafter referred to as "SAS- KITS" which expression wherever it occurs, shall mean and include the representatives, administrators, successors in interest, assign etc.

and

**ICAR- Krish Vigyan Kendra, MYRADA** which operates under the policy guidelines of Indian Council of Agricultural Research having its District office at Gobichettipalayam taluk, Erode district hereinafter referred to as "ICAR, KVK-Gobichettipalayam" and represented by Dr P Alagesan, Senior Scientist and Head, which expression wherever it occurs, shall mean and include the representatives, administrators, successors in interest, assign etc.

WHEREAS SAS - KITS (established under Sec.3 of the UGC Act, 1956) is catering to the academic excellence, research in solving human problems in the area related to Water, Food,

Health & Sustainable Energy and community outreach needs of the region and possesses the state of the art equipment and laboratory facilities besides highly qualified and skilled personnel.

WHEREAS the KVK, hosted by (Name) Trust, hereinafter referred to as ICAR, KVK- Gobichettipalayam is a Farm Science Centre having operational jurisdiction in Erode district, which is functioning as the knowledge and resource centre of agricultural technology with excellent infrastructure, scientific personnel and dedicated towards extension activities in the efficient fields of Agriculture and Rural Development.

WHEREAS SAS – KITS and ICAR, KVK- Gobichettipalayam are desirous of collaborating with each other in Student Teaching and Extension Education focusing, among others, various components of the STUDENT READY Programme of village attachment, KVK / NGO attachment, research station, Agro Industry attachment and training on any another subject such as Crop Management, Plant Protection, Soil Water Management, Farm Mechanization, Secondary Agriculture, Organic Farming and Horticulture involving innovative technologies in Agriculture like Soil and Water Management, Farm Mechanisation, Secondary Agriculture, Organic farming etc.

AND WHEREAS both SAS – KITS and ICAR, KVK- Gobichettipalayam are desirous of synergizing their capabilities by working in close cooperation in areas of topical relevance and through exchange of expertise and facilities.

NOW THEREFORE both SAS - KITS and ICAR, KVK- Gobichettipalayam have agreed and enter into this Memorandum of Understanding (MoU) with more specific terms of reference as explained in the succeeding paragraphs.

#### **OBJECTIVES AND SCOPE OF THE MoU**

The following are the general objectives proposed under this Memorandum of Understanding:

1. The purpose of this Memorandum of Undertaking (hereinafter "MoU") is to set out the general outline for potential future collaboration and cooperation between the parties in the identified mutual cooperation for the training of students of SAS - KITS.
2. The parties intend this MoU as a general structure under which detailed project specific agreements may be signed in future, subject to all required authorisations, approvals and procedures of each party regarding such projects.
3. The parties wish to cooperate in the core fields of training of students for RAW, not only limited to specific domain of outreach that have been established and developed but also in such other areas as precision farming, biological control, micro-irrigation, plant biotechnology and water and waste water use.
4. It is hereby clarified that all of the aforementioned forms of collaboration are subject to written and signed contract in which the full terms of each collaboration shall be set, provided that both parties wish to enter into operation, subject to all required authorization, approval and procedures of each party, as required by their respective Institution/Organization. Further, such agreements shall be drafted so as not to contradict this MoU.
5. A core team will be identified by SAS - KITS for each of any new joint venture in the identified area.



6. Whereas in the case of all new initiatives budget/financial requirement will be committed based on the fund availability in respective institution, case to case.
7. To enrich the academic exercise with on farms educational experience of undergraduate and postgraduate students of agriculture through exchange of expertise, access to infrastructural facilities, field interventions and events.
8. To have first hand expression of Transfer of Technology to the farmers and other stakeholders mutual exchange of technical Knowhow and Do-how, expertise and promotion of joint participation in farm interventions.
9. It is further clarified that the parties acknowledge and accept that this MoU does not in itself constitute and shall not be construed as any type of collaboration, grant or commitment to license any intellectual property rights, technologies, know-how or materials. Any such license, right of use, utilisation of the aforesaid will be subject to a separate written and signed agreement between parties as detailed above.
10. To deter any manner of doubt, nothing in this MoU shall prevent either party from negotiating; concluding and/or fulfilling right of use or constitute any type of collaboration or cooperation regarding any of its technologies with any other entity.
11. All matters, queries, disputes or differences, whatsoever, arising between the parties touching the construction, meaning, operation or effect of this MoU or out of or relating to this MoU or breach thereof shall be mutually discussed between the parties and settled.
12. However institutional cost as per KVK procedure will be paid by the student/SAS- KITS as per the programme proposed (Training Program)

#### **SPECIFIC AREAS OF COOPERATION**

In order to fulfil the aforementioned objectives, the parties adhere to the following joint activities as envisaged below.

##### **1. In student Education Domain:**

- i. Mutual access to expertise, farmers' fields/project villages for Rural Agricultural Work Experience (RAWE) of undergraduate students.
- ii. Mutual access to expertise for undergraduate students for Experiential Learning Programme (ELP) as envisaged in the ICAR V<sup>th</sup> Deans Committee and any subsequent modifications to this effect by ICAR thereafter.
- iii. Mutual access to expertise, guest lectures and guidance in preparation of farm planning, demonstration of farmers practices, maintenance of farm record.

## 2. In Extension and Transfer of Technology Domain:

- i. Joint participation in agricultural knowledge dissemination interventions (Eg: Farmers' Mela, Exhibitions, Demonstration).
- ii. Sharing the expertise of resource persons for Transfer of Technology interventions like trainings to farmers and other agricultural stakeholders as agreed upon in a case by case basis.
- iii. Hands on exposure of students to collaborative projects in Extension and Capacity Building of farmers, rural women and other rural stakeholders.

## 3. In Support of farmers and farm science.

- i. Soil and plant analysis can be carried out using laboratory facilities at Karunya Institute of Technology and Sciences for screening the issue in soil and plant samples for nutrient deficiency of pest/disease infestation. The result will be useful for diagnosis and further advising farmers on improving productivity and making farm profits.
- ii. Scientific interpretation can be done by experts in Karunya Institute of Technology and Sciences that can be used by KVK scientists for improving advisory services.
- iii. Analytical and advisory services can be made in food processing and technology in support of secondary agriculture and entrepreneurs.
- iv. However, Institutional cost as per the existing cost fixed and is in operation for analysis will be paid by the concerned farmer/KVK as per the programme proposed "(Training Programs

## GENERAL TERMS AND CONDITIONS

The following general terms and conditions of this MoU are applicable to both SAS – KITS and ICAR, KVK, - Gobichettipalayam:

- i. The undertaking of each programme of activity will be subject to availability of funds and for which material content will be obtained as and when the requirements arise and as mutually agreed upon.
- ii. The validity of this MoU is initially for a period of five years from the date of its signing, and can be extended for a defined period based on mutual consent.
- iii. The progress of the collaborative work will be reviewed periodically by a review board, which shall consist of the two faculty staff each from SAS – KITS and ICAR, KVK- Gobichettipalayam
- iv. All documents related to mutual works envisaged under this MoU on the projects and any publication arising out of the works should have joint ownership and with



prior approval from their competent authorities under the overall provisions of this MoU.

- v. Both SAS - KITS and ICAR, KVK- Gobichettipalayam will share available library and laboratory facilities and residential facilities subject to availability.
- vi. In case of any dispute in the interpretation of this MoU or any point not covered in this MoU, the matter shall be referred to the joint consideration of The Registrar - SAS - KITS and The concerned authority, ICAR, KVK- Gobichettipalayam
- vii. Either Party may terminate this MoU with 3 months notice in Advance on either side.

<b>For and on behalf of :</b> Karunya Institute of Technology and Sciences, Karunya Nagar, Coimbatore -641114.  Name: Prof. Dr. R. Elijah Blessing, M.E., Ph.D. Designation : Registrar Seal :  Date :15/02/2023	<b>For and on behalf of :</b> ICAR, Krishi Vigyan Kendra, Gobichettipalayam  Name : Dr. P. Alagesan Designation : Senior Scientist & Head Seal :  Date :15/02/2023
<b>Key Contact Person:</b>  Dr. Sajan Kurien, M.Sc.(Hort). Ph.D., Professor & Dean School of Agricultural Sciences Karunya Institute of Technology and Sciences (Declared as Deemed to be University) Karunya Nagar, Coimbatore - 641114	<b>Key Contact Person:</b>  Dr P Alagesan, Head Krishi Vigyan Kendra, 272 Perumal Nagar, Pudukkottai Road, Kalingiyam Post, Gobichettipalayam Taluk -638453



सत्यमेव जयते

INDIA NON JUDICIAL

**Government of Karnataka**

Rs. 100

**e-Stamp**

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सत्यमेव जयते

for Sree Charan Srinardha Co-operative Bank Ltd.

*[Signature]*  
 Authorised Signatory



Please write or type below this line

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding (MoU) is made and executed on 28<sup>th</sup> December 2022, at Coimbatore.

Between

*[Signature]*



**Statutory Alert:**

1. The authenticity of this Stamp certificate should be verified at 'www.sholeinbop.com' or using e-Stamp Mobile App of Stock Holding.
2. Any discrepancy in the details on this Certificate and as mentioned on the website / Mobile App renders it invalid.
3. In case of any discrepancy please inform the Competent Authority.

AND WHEREAS both SAS – KITS and BigHaat Agro Pvt Ltd. are desirous of synergizing their capabilities by working in close cooperation in areas of topical relevance and through exchange of expertise and facilities.

NOW THEREFORE both SAS - KITS and BigHaat Agro Pvt Ltd. have agreed and enter into this Memorandum of Understanding (MoU) with more specific terms of reference as explained in the succeeding paragraphs.

#### OBJECTIVES AND SCOPE OF THE MoU

The following are the general objectives proposed under this Memorandum of Understanding:

1. The purpose of this Memorandum of Undertaking (hereinafter "MoU") is to set out the general outline for potential future collaboration and cooperation between the parties in the identified mutual cooperation for the training of students of SAS - KITS.
2. The parties intend this MoU as a general structure under which detailed project specific agreements may be signed in future, subject to all required authorisations, approvals and procedures of each party regarding such projects.
3. It is hereby clarified that all of the aforementioned forms of collaboration are subject to written and signed contract in which the full terms of each collaboration shall be set, provided that both parties wish to enter into operation, subject to all required authorization, approval and procedures of each party, as required by their respective Institution/Organization. Further, such agreements shall be drafted so as not to contradict this MoU.
4. A core team will be identified by SAS - KITS for each of any new joint venture in the identified area.
5. Whereas in the case of all new initiatives including financial cost will be settled with mutual discussion and consent.
6. It is further clarified that the parties acknowledge and accept that this MoU does not in itself constitute and shall not be construed as any type of collaboration, grant or commitment to license any intellectual property rights, technologies, know-how or materials. Any such license, right of use, utilisation of the aforesaid will be subject to a separate written and signed agreement between parties as detailed above.
7. To deter any manner of doubt, nothing in this MoU shall prevent either party from negotiating, concluding and/or fulfilling right of use or constitute any type

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of collaboration or cooperation regarding any of its technologies with any other entity.

8. All matters, queries, disputes or differences, whatsoever, arising between the parties touching the construction, meaning, operation or effect of this MoU or out of or relating to this MoU or breach thereof shall be mutually discussed between the parties and settled or settled through arbitration in accordance with the relevant Arbitration Act in force at such time. The Arbitration will be in English and Place of arbitration would be in Bangalore. In all matters concerning this MoU, requiring judicial intervention, Bangalore alone will have jurisdiction"

#### **SPECIFIC AREAS OF COOPERATION**

In order to fulfil the aforementioned objectives, the parties adhere to the following joint activities as envisaged below.

##### **1.1 COMMITMENT FROM THE COMPANY:**

- i. The company commits to provide learning opportunities to students, by way of introduction to various programmes as curated by the Company more particularly described in Schedule A to this MOU.
- ii. The Company Commits to aid and assist the students in providing various networking and employment related opportunities to students who chose to be a part of the Company's programme.
- iii. The Company commits to ensure the efforts of the students are encouraged and the students participating in the programme are reasonably compensated in monetary terms.

##### **1.2 COMMITMENT FROM THE UNIVERSITY:**

- i. The university commits to nominate its academically strong students for the programme to ensure mutual success of the collaboration.
- ii. The University commits to, use resources, including its professors for reviewing the material, content created by the Students as a part of the programme to ensure that the content created by the Students is accurate and depicts a reasonably accurate representation of the subject.
- iii. The University commits to permit its students to participate in the programme created by the Company and create a separate knowledge pool exclusively to be used by the Company.





#### GENERAL TERMS AND CONDITIONS

The following general terms and conditions of this MoU are applicable to both SAS – KITS and BigHaat Agro Pvt Ltd.:

- i. The validity of this MoU is initially for a period of one year from the date of its signing, and can be extended for a defined period based on mutual consent.
- ii. The progress of the collaborative work will be reviewed periodically by a review board, which shall consist of members as per the nature of the engagement from SAS – KITS and BigHaat
- iii. All documents related to mutual works envisaged under this MoU on the projects and any publication arising out of the works should have joint ownership and with prior approval from their competent authorities under the overall provisions of this MoU.
- iv. In case of any dispute in the interpretation of this MoU or any point not covered in this MoU, the matter shall be referred to the joint consideration of The Registrar – SAS - KITS and legal representatives from BigHaat.
- v. Either Party may terminate this MoU with 1 month notice in Advance on either side.

#### INTELLECTUAL PROPERTY RIGHTS:

Each party shall continue to own the intellectual property developed prior to or independently of this Memorandum of Understanding. All rights, titles and interests in and to the material used by Company in the provision of the Services of this Agreement shall exclusively belong to Company or its licensors ["Company Proprietary Material"]. Any and all Intellectual Property Rights with respect to the Services and the Company Proprietary Material and all modifications, improvements, enhancements, or derivative works made thereto shall always belong to the Company or its licensors and the University shall not be entitled to claim any rights therein.

#### EXCLUSIVITY:

The parties agree that they are not bound exclusively by this memorandum and will be at liberty to enter into any other agreements or arrangements with any third party without reference to the other party in this MOU on the similar programme.



#### **CONFIDENTIALITY:**

- i. During the term of this MOU, each Party may disclose to the other its Confidential Information. Confidential Information shall mean all information marked "Confidential" or under any similar legend indicating the confidentiality of the information or information which by its nature is confidential, except such information as is (a) previously known to the receiving party at the time of disclosure, or (b) independently developed by or for the receiving party and not derived from the Confidential Information supplied by the disclosing party or the participation of individuals who have had access to Confidential Information of the other, (c) disclosed to the receiving party by a third party without an obligation of confidentiality or (d) in or subsequently comes into the public domain (other than as a result of a breach of this MOU); (e) required to be disclosed by the receiving party by law, regulation, court order or other legal process.
- ii. The receiving party shall hold such Confidential Information in strict confidence perpetually for the disclosing party and shall not use it except in furtherance of the relationship set forth in this MOU, or except as it may be authorized by the disclosing party in writing. The receiving party shall further be responsible for the compliance of the foregoing by its employees or agents. Upon the disclosing party's written request at any time, or following the completion or termination of this MOU, the receiving party shall promptly return to the disclosing party, or destroy, all Confidential Information of the disclosing party provided under or in connection with this Agreement including all copies, portions and summaries thereof.

#### **RELATIONSHIP OF THE PARTIES:**

Neither this MOU, nor any activities described herein, shall be construed as creating a partnership, joint venture, franchise, agency or other such relationship. Neither party is authorized, in any manner, to make any commitment on behalf of or to bind the other Party.

#### **LIMITATION OF LIABILITY:**

Neither party shall be liable for any indirect, incidental, special or consequential damages, or damages for loss of profits, revenue, data or use, incurred by either party or any third party in connection with this MOU or the subject matter of this MOU, whether in an action in contract



or tort or any other legal theory, even if the party has been advised of this possibility of such damages.

<p>For and on behalf of :</p> <p>Karunya Institute of Technology and Sciences, Karunya Nagar, Coimbatore -641114.</p> <p>Name: Prof. Dr. R. Eljah Blessing, M.E., Ph.D.</p> <p>Designation: Registrar</p> <p>Seal:  Dr. R. Eljah Blessing Registrar, Karunya Institute of Technology and Sciences (Deemed to be University) Karunya Nagar, Coimbatore-641114</p> <p>Date : 28<sup>th</sup> December, 2022</p>	<p>For and on behalf of :</p> <p>BigHaat Agro Pvt Ltd.</p> <p>Name: Jitesh Shah </p> <p>Designation: Chief Operating Officer</p> <p>Seal: </p> <p>Date : 28<sup>th</sup> December, 2022</p>
<p>Key Contact Person:</p> <p> Dr. Sajan Kurien, M.Sc.(Hort)., Ph.D., Professor &amp; Dean School of Agricultural Sciences Karunya Institute of Technology and Sciences (Declared as Deemed to be University) Karunya Nagar, Coimbatore - 641114</p>	<p>Key Contact Person:</p> <p>Name – Arun Raghu</p> <p>Designation – Head of Marketing, BigHaat Agro Pvt Ltd.</p>



### SCHEDULE A: Scope of Work

#### Student Assessment Program:

Students will be eligible to various rewards and recognitions based on their performance as detailed below:

Level	Output Results Per Student (Per Week)		Targets Per Student (Per Social Post)
Beginner	3 Articles	(500-600 Words)	50 Engagement/Post + 10 Link Clicks/Post
	5 Responses	(Kisan Vedika App)	-
Achievers	3 Articles	(1000-2800 Words)	75 Engagement/Post + 20 Link Clicks/Post
	1 Video	Shoot Based Video	-
	10 Responses	(Kisan Vedika App)	-
Ace Performers	6 Articles	(1000-2800 Words)	150 Engagement/Post + 50 Link Clicks/Post
	1 Video	Shoot Based Video	-
	1 Live Tutorial	Live Tutorials	-
	20 Responses	(Kisan Vedika App)	-

Based on the level of performance, the students will be eligible for the following rewards and recognition

Level	Rewards
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Beginner	Participation Certificates
Achievers	Eligible for unpaid internships Job Networking Opportunities BigHaat Certificate of Appreciation
Ace Performers	Eligible for paid internships Job Networking Opportunities BigHaat Assessment Certificates Monthly Stipulated Stipend

2023



## 16.2.8 Publish financial data

KITS is having a transparent policy about publishing the financial data.

<b>KARUNYA EDUCATIONAL AND RESEARCH TRUST</b> <b>KARUNYA INSTITUTE AND TECHNOLOGY OF SCIENCE</b> <b>KARUNYA NAGAR, COIMBATORE - 641114</b>			
<b>INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH, 2024</b>			
<b>Expenditure</b>	<b>Rs.</b>	<b>Income</b>	<b>Rs.</b>
To Establishment Charges	66,75,52,837	By Course Fees	1,53,32,76,204
Admission, Affiliation & Accreditation	2,58,51,907	Bank Interest Received	10,68,14,496
Examination Fees	1,04,85,352	Research Project Revenue	2,60,28,323
Research and Development	4,18,57,326	Staff Quarters Collection	1,33,74,879
Academic Auxillary Fees	2,46,80,869	Transport Charges	2,33,75,823
Awards & Scholarship	6,18,14,668	Other Income (GST)	2,04,76,489
Academic Expenses	7,95,07,538		
Campus Maintenance	15,44,15,673		
Bank & Finance Charges	51,345		
Electricity Charges	5,63,39,100		
Printing & Stationery	58,81,603		
Hospitality	20,14,742		
Audit fees, Legal & Professional Fees	20,67,120		
Administrative Expenses	51,24,205		
Telephone & Internet Expenses	11,79,662		
Postage & Courier	12,45,956		
Lease Rent Charges	1,27,44,000		
Travelling & Conveyance	1,80,62,571		
Vehicle Maintenance	40,30,273		
Advertisement & Promotional Expenses	8,97,82,184		
Depreciation	10,29,36,979		
Excess of Income over Expenditure	35,57,20,294		
	<b>1,72,33,46,213</b>		<b>1,72,33,46,213</b>

Place : Chennai  
Date : 24/09/2024



Trustee  
G.L.B.Ernest

Trustee  
Anand T

For SELVAM & SUKU  
Chartered Accountants  
F.R.No.003701S

S.KALYANASUNDARAM  
Partner  
M.No.219042

### 16.3.1 Provide expert advice to government.

<b>GOVERNMENT OF TAMILNADU WATER RESOURCES DEPARTMENT</b>	
<b>From</b> <b>Er. A.MUTHAIYA, B.E.,</b> Engineer-in-Chief & Chief Engineer (General), WRD, Chepauk, Chennai – 600 005.	<b>To</b> <b>The Chairman, HLTC / Joint Chief Engineer, WRD,</b> Plan Formulation, Chepauk, Chennai – 600 005.

**Letter No. S7(4)/68804(Misc) /OT3/2003 Dated 07.06.2023**

Sir,

Sub: Water Summit India ( WSI 2022 ) Coimbatore Declaration – reg.

Ref: 1. Government Letter No. 4399623 / W1 / 2023-1,  
Dated: 06.04.2023.

2. Dr.E.J.James, Pro - Vice Chancellor, Karunya Institute of  
Technology and Sciences, Letter No KITS/PVC/LET/2022,  
Dated 30.09.2022.

3. The Engineer-in-Chief & Chief Engineer (General), WRD  
Proceedings No.S7(8)/OT7/HLTC/2023 Dated 25.01.2023.

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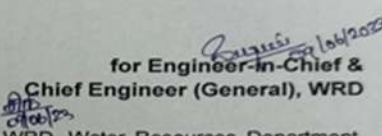
In the reference 1<sup>st</sup> cited, the Government have enclosed a copy of the  
Water Summit India ( WSI 2022 ) Coimbatore Declaration held on 17.09.2022 at  
Karunya Institute of Technology and Sciences vide reference 2<sup>nd</sup> cited and  
requested to take necessary action.

In the reference 2<sup>nd</sup> cited, Dr. E.J.James, Pro Vice Chancellor has stated  
that Water Summit-India (WSI 2022) was organized at Coimbatore by Karunya  
Institute of Technology and Sciences (Deemed University), Coimbatore in that  
renowned scientists, academicians, administrators and experts have participated  
and came out with the Coimbatore Declaration, a Vision Document highlighting the  
future course of action in Water Resources Management and development in the  
country. It is also stated that the need for such a summit to formulate a Vision  
Document for the future Water Resources development and Management in the  
country was recognized considering the issues such as Over-exploitation of fresh  
water sources, especially groundwater, Quality of Water Sources, Water stress,  
Scarcity, Impact of climate variation and change, Degradation of ecosystems and  
limitations associated with Water Governance and Stakeholder participants.

In the reference 3<sup>rd</sup> cited, a High Level Technical Committee was  
constituted for scrutinizing the announcement scheme Water Vision 2047 under  
the Chairmanship of Joint Chief Engineer, WRD, Plan Formulation.

In this regard, the Chairman, HLTC / Joint Chief Engineer, WRD, Plan  
Formulation is requested to refer the vision document of Water Summit India  
(WSI 2022) Coimbatore Declaration and consider suitable ideas if any, while  
preparing the Tamil Nadu Water vision 2047.

**Encl:** Copy of references cited. (w.e)

  
**for Engineer-in-Chief &  
Chief Engineer (General), WRD**

Copy presented to the Additional Chief Secretary, WRD, Water Resources Department,  
Secretariat, Chennai- 9 for information.

### 16.3.2 Policy and lawmakers outreach and education.

KITS faculty members are actively involved in donating law books to the prison inmates of Coimbatore through the Deputy Inspector General of Prisons.





### 16.3.3 Participation in government research

From	To
Dr. K.S. Palanisamy, I.A.S.,	The Pro-Vice Chancellor,
Director	Karunya Institute of Technology and
Directorate of Rural Development	Sciences,
and Panchayat Raj,	Karunya Nagar,
Saidapet, Chennai-15	Coimbatore-641114.

**Lr. No. 90268/2017/MGNREGS-II-1 Dated. 12.05.2020**

Sir,

Sub: RD&PR Department – Mahatma Gandhi NREGS – Conducting Time and Motion study for the State of Tamil Nadu – Detailed Project proposal Submitted for Conducting TMS from Karunya Institute of Technology and Sciences – Approved – Reg

- Ref:
1. Joint Secretary, MGNREGA Letter No: J-11017/36/2017 MGNREGA – RE – VII (359092), MORD dated: 30.11.2017
  2. This office Letter Roc. No. 90268/2017/MGNREGS.2.1, Dated. 12.11.2019, 28.02.2020.
  3. Dr. E.J. James, Pro. Vice Chancellor, Karunya Institute of Technology and Sciences, (Declared as Deemed to be University), Karunya Nagar, Coimbatore -641114 letter dated 11.03.2020.
  4. Dr. E.J. James, Pro. Vice Chancellor, Karunya Institute of Technology and Sciences, (Declared as Deemed to be University), Karunya Nagar, Coimbatore -641114 letter dated 16.04.2020.

I invite your attention to the references cited.

As per the GoI instructions in the reference 1<sup>st</sup> cited, Karunya University, Coimbatore have been requested to send the detailed Budget Proposal for conducting Time and Motion Study under MGNREGS vide this office letter 2<sup>nd</sup> cited.

In the reference 3<sup>rd</sup> cited, you have sent the detailed project proposal for Conducting TMS under MGNREGS.

As per the request, the Final revised Budget of Rs. 51,95,300 for conducting Time and Motion Study under MGNREGS in respect of TamilNadu has been received from Karunya Institute of Technology and Science, Coimbatore vide reference 4<sup>th</sup> cited.

It is to inform that, the budget proposal of Rs.51,95,300/- for conducting Time and Motion Study under Mahatma Gandhi NREGS for Tamil Nadu state from Karunya Institute of Technology and Science, Coimbatore has been approved. The Time and Motion Study under Mahatma Gandhi NREGS has to be done by following guidelines and Templates for Time and Motion study issued by MoRD, Government of India.

You are requested to start the process after signing Memorandum of Understanding. The Memorandum of Understanding has to be signed within a week of the receipt of this letter.

sd/- K.S. Palanisamy,  
Director

*G. Meenu Meenal*  
for Director 13/5/20

*G. Meenu Meenal*  
13/5/20

#### **16.3.4 Neutral platform to discuss issues.**

At our institution, we understand the significance of ensuring fair and transparent employment practices. To maintain these standards, we have established a structured and impartial appeal process for employees who may have concerns or grievances related to their employment. In this process, the Institute has a platform through email [tellus@karunya.edu](mailto:tellus@karunya.edu) wherein the employees to raise any appeal which will be sorted out and the reply given within 24 hours.