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REVA
UNIVERSITY
Bengaluru, India



Capacity Building Session

A Legal Approach to
conduct enquiry and reviews

Dr. Venkat Iyer

Barrister and Senior Lecturer
at Ulster University, UK

Date:
21st August, 2024 (Wednesday)

Morning Session
9:30 am - 12:30 pm

Venue
REVA Business School



Capacity Building Session

A Legal Approach to Conduct Enquiry and Reviews

Speaker: Dr. Venkata Iyer, Barrister and Senior Lecturer, Ulster University, UK

Date: 21-08-2024

Venue: G01, RBS

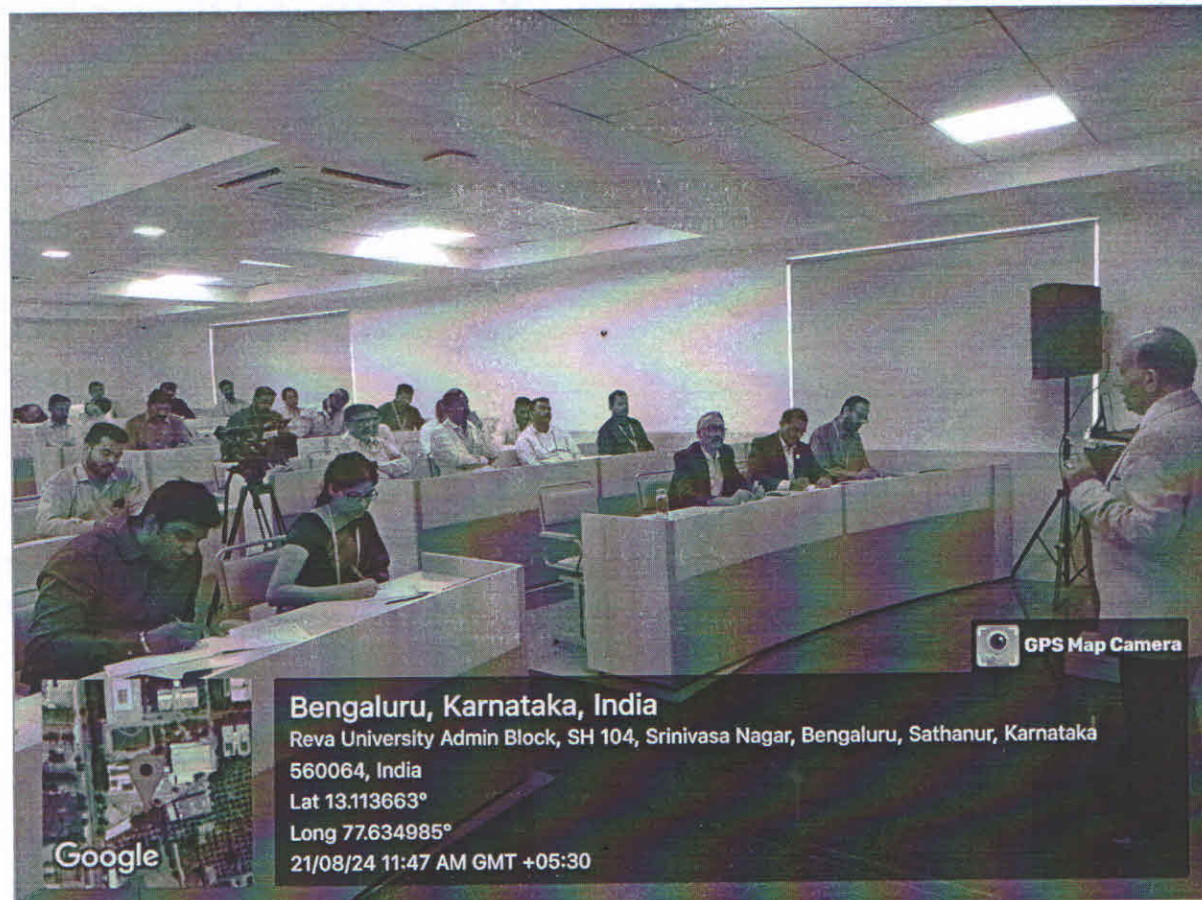
Report:

The session titled "A Legal Approach to Conduct Enquiry and Reviews" was conducted by Dr. Venkata Iyer, a barrister and senior lecturer at Ulster University, UK. The session focused on various legal and procedural aspects involved in conducting enquiries within organizations, particularly in educational institutions.

The session discussed the need for robust HR policies, especially concerning staff leaving abruptly, handling mistakes, and communication through informal channels like WhatsApp. Various scenarios were examined, including harassment cases, examination malpractice, and staff errors. The session emphasized the importance of maintaining morale, conducting thorough investigations, and following strict procedures to ensure fairness. The session highlighted issues with knowledge transfer at various positions. It was suggested that strong and flexible policies be implemented to prevent loss of information. The importance of having investigative tools, proper procedures, and staff training in reporting systems was emphasized. A robust whistleblowing policy and preservation of data and evidence were also highlighted. The legality of conducting enquiries on resigned staff was discussed. It was recommended to withhold resignations and benefits if the staff member is under investigation for serious issues. The session explored different types of enquiries (intra-departmental, inter-departmental, external) and the necessity of a well-defined policy on what type of enquiry should be conducted under specific circumstances. The session covered review systems for faculty performance, the importance of consistent policy implementation, and the distinction between reviews and appeals. It was also highlighted that the role of an Enquiry Officer, who must remain unbiased and conduct the investigation with integrity. The expert also stressed on having the strong policies and procedures for all the enquires.

The session provided a comprehensive overview of the legal considerations and best practices required to conduct effective and fair enquiries and reviews. It emphasized the need for clear policies, thorough investigations, and the protection of all parties involved, ensuring that the institution operates within legal and ethical boundaries.

Photograph of the session:



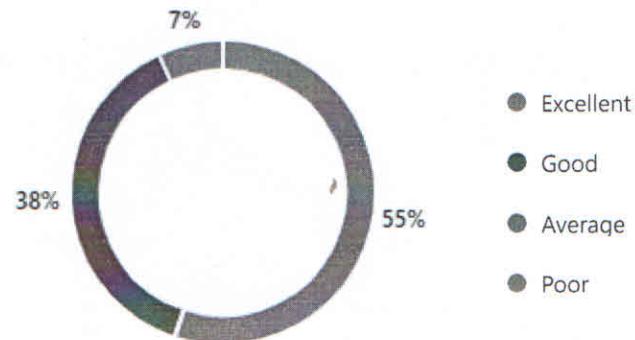
Feedback Analysis:

Participants strongly agreed or agreed that the session objectives were clearly stated and successfully met, reflecting good planning and execution. The majority of participants rated the content as excellent or good, indicating that the session was well-received and provided valuable insights. Most respondents found the content highly relevant to their roles and responsibilities. The session was deemed very effective or effective in enhancing the participants' knowledge and skill. The session was rated as highly or moderately engaging by most attendees. A significant number of participants felt confident or somewhat confident in applying the knowledge gained during the session in their work, showcasing the practical utility of the session. The resource person's knowledge was rated as excellent or good, reflecting high satisfaction with the presenter's expertise and delivery.

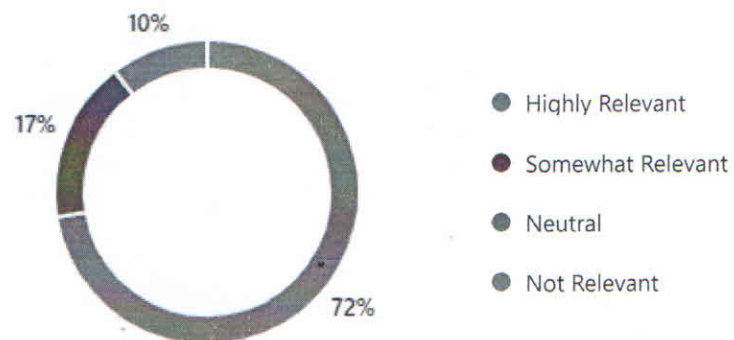
Responses Overview Active



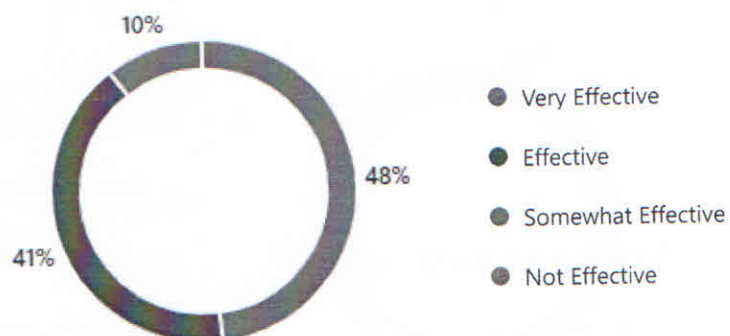
1. How would you rate the overall content of the session?



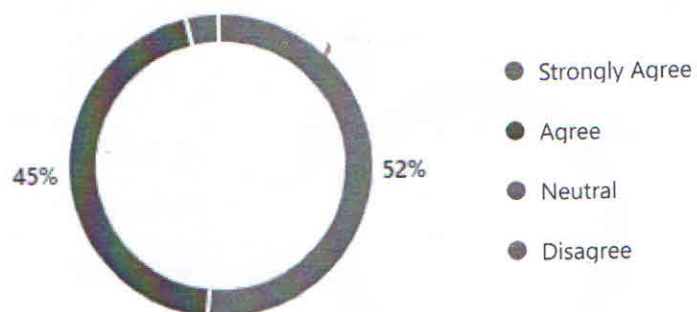
2. Was the content relevant to your roles and responsibilities?



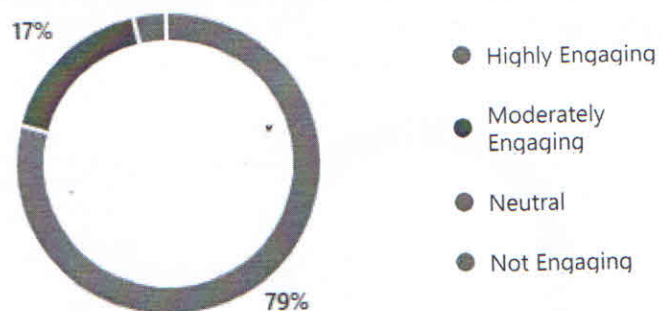
3. How effective was the session in enhancing your knowledge/skills?



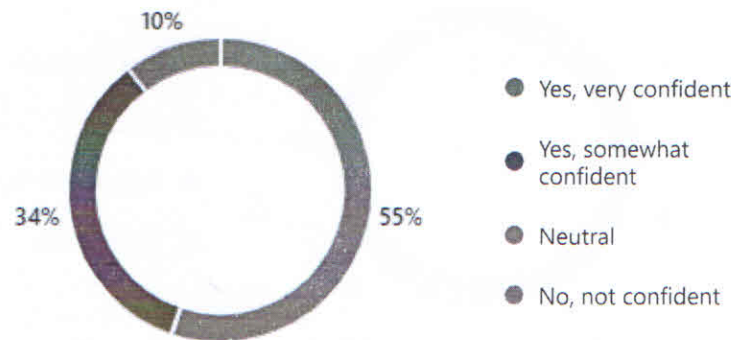
4. Were the session objectives clearly stated and met?



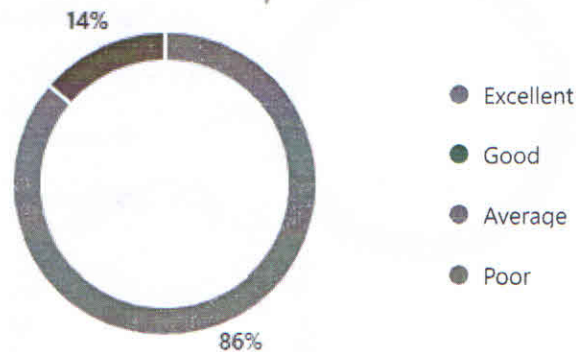
5. How engaging and interactive was the session?



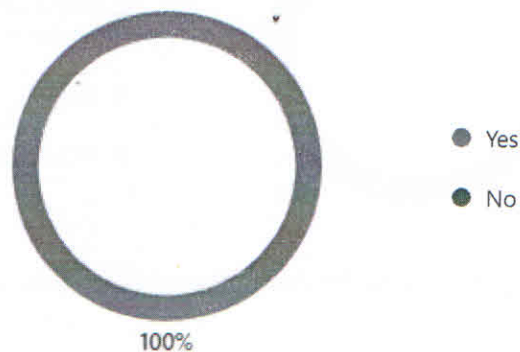
6. Do you feel confident in applying what you learned in your work?



7. How would you rate the resource person's knowledge of the subject?

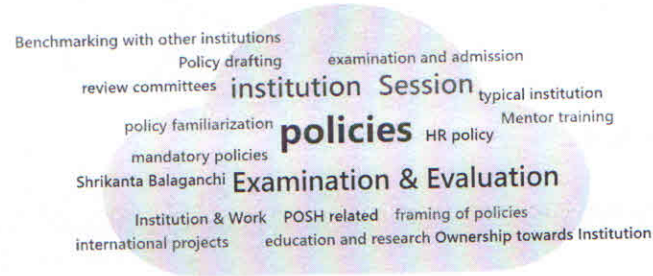


8. Would you like the university to organize more sessions like this in future?



9. Would you like to suggest any other areas where these kinds of sessions are required?

29 responses submitted  Update



10. Any other comments/suggestions

28 responses submitted

