



Evidence(s) THE-Impact Ranking



Institute : Trident Academy of Technology
Country : India
Web Address : <https://tat.ac.in/>

SDG 8: DECENT WORK AND ECONOMIC

8.2.8 - Does your Institute as a body has a process for employees to appeal on employee rights and/or pay?

YES

Employee Rights at Trident Academy of Technology

TAT ensures that all employees are protected by a strong framework of rights and welfare measures, including:

1. Right to Respect and Dignity

Every employee is treated with professionalism, courtesy, and fairness, ensuring a culture of mutual respect.

2. Right to a Harassment-Free Workplace

TAT maintains a strict zero-tolerance policy toward harassment, abuse, discrimination, or any inappropriate behaviour.

3. Right to a Safe and Healthy Work Environment

Safety protocols, workplace hygiene, and periodic awareness programs ensure a secure and healthy environment for all staff.

4. Right to Fair and Transparent Compensation

Employees receive equitable remuneration, regular increments, and statutory benefits. Any concerns related to pay can be raised through a defined grievance process.

5. Right to Representation and Participation

Employees may join committees, welfare bodies, or representative groups to express concerns collectively and contribute to institutional development.

6. Right to Due Process and Fair Hearing

Any disciplinary action follows a transparent process, ensuring that employees can present their viewpoints and receive a fair evaluation.

7. Right to Privacy and Confidentiality



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Trident safeguards all employee data and ensures confidentiality during grievance hearings or investigations.

Reporting and Appeal Mechanisms

TAT has a structured and employee-friendly system for raising concerns or filing appeals regarding rights, workplace issues, or pay anomalies.

Available Channels

1. Immediate Supervisor or Department Head

Employees may first approach their reporting officer to discuss any workplace or compensation concern informally.

2. Human Resources Division

For unresolved matters, employees may submit a formal appeal to the HR Department, which reviews the issue and facilitates resolution in a time-bound manner.

3. Internal Complaints Committee (ICC)

Issues relating to harassment, discrimination, or sensitive workplace behaviour are handled by the ICC under statutory guidelines.

Complaint Submission Process

Employees can register a grievance or appeal through a simple and transparent process:

- **Written Statement:** Submit a written complaint via email or physical form.
- **Mandatory Details:**
 - Name and contact information
 - Description of concern
 - Supporting facts, documents, or context
- **Review:** The designated committee/office investigates the matter objectively.
- **Resolution:** A formal response and corrective action (if required) are communicated to the employee



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Link:<https://tat.ac.in/wp-content/uploads/2024/11/Policy-to-safeguard-individuals-reporting-discrimination.pdf>