MALLA REDDY VISHWAVIDYAPEETH
(DEEMED TO BE UNIVERSITY)

Recognised Under Section 3 of The UGC Act, 1956, Vide Notification No.9-4/2024-U.3(A) by Department of Higher Education, Ministry of Education, Government of India.

Ref. No: MRV/Policies/019 **Date: 05.10.2026**

NOTIFICATION

In pursuance of the resolution passed by the Executive Council at its meeting held on 03/10/2026 **vide Resolution No. EC-08-07 as adopted on 3rd October 2026.**

It is hereby notified for the information of all concerned that **Malla Reddy Vishwavidyapeeth**, has published the **"Appreciation and Reward Policy"** for information to all concerned. The **Appreciation and Reward Policy Document** mainly comprises the following parts:

- **Qualifying Conditions & Forms of Appreciation**
- **Nomination & Judging**
- **Discretion & Safeguards**

The **Appreciation and Reward Policy Document** will serve as detailed guidelines and will be useful to all concerned. It will come into force with immediate effect.

Registrar

MALLA REDDY VISHWAVIDYAPEETH ★ Suraram Hyderabad ★ (Deemed to be University)

Copy to

1. Hon'ble Chancellor, Malla Reddy Vishwavidyapeeth
2. Hon'ble Vice Chancellor, Malla Reddy Vishwavidyapeeth
3. Pro Vice Chancellor, Academics & Accreditation, Malla Reddy Vishwavidyapeeth
4. Pro Vice Chancellor, MRTC, Malla Reddy Vishwavidyapeeth
5. Deans/ Principals/ Directors/ of all Constituent Colleges/Schools of Eminence, Malla Reddy Vishwavidyapeeth
6. Director (Research), Malla Reddy Vishwavidyapeeth
7. Controller of Examinations, Malla Reddy Vishwavidyapeeth
8. Finance Officer, Malla Reddy Vishwavidyapeeth
9. IQAC Coordinator, Malla Reddy Vishwavidyapeeth
10. Web master for uploading on the Malla Reddy Vishwavidyapeeth Website.

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MRV APPRECIATION AND REWARD POLICY

APPRECIATION AND REWARD POLICY FOR EMPLOYEES REPORTING RAGGING INCIDENTS

Malla Reddy Vishwavidyapeeth is committed to providing a safe, dignified, and ragging-free campus for every student, in keeping with the UGC Regulations, 2009 and applicable State and Central legislation on the prevention and prohibition of ragging. This policy formalises the recognition and reward extended to employees who act proactively to identify, report, or prevent ragging, thereby strengthening the University's zero-tolerance stance.

1. Objective

This policy aims to recognize and reward the proactive role of employees in reporting incidents or potential acts of ragging within the University. It reinforces the University's commitment to maintaining a safe, inclusive, and ragging-free campus environment, and encourages a culture of vigilance, timely reporting, and shared responsibility for student welfare among all categories of staff.

2. Definitions

- **Ragging:** As defined under the UGC Regulations, 2009, ragging means any conduct, whether by words spoken or written or by an act, that has the effect of teasing, treating, or handling a student with rudeness; causing annoyance, hardship, physical or psychological harm, or a sense of shame or embarrassment; or which involves financial extortion, sexual abuse, or forced conduct that a student would not otherwise do.
- **Reporting Employee:** Any teaching, non-teaching, administrative, or support staff member of the University who reports, in good faith, an incident or credible suspicion of ragging through the channels prescribed in this policy.
- **Anti-Ragging Committee:** The committee constituted by the University in accordance with UGC Regulations, 2009 to monitor, prevent, and take action on incidents of ragging.

3. Scope

This policy applies to all teaching, non-teaching, administrative, and support staff of Malla Reddy Vishwavidyapeeth and its constituent units/schools who:

- Identify, report, or help prevent incidents of ragging
- Cooperate actively in anti-ragging investigations or redressal processes
- Assist affected students in accessing counselling, medical, or protective support following an incident

4. Eligibility Criteria

An employee shall be eligible for appreciation under this policy if they:

- Report an incident or credible suspicion of ragging
- Provide actionable and timely information that contributes to preventing or resolving a ragging situation
- Assist in the documentation, verification, or counselling processes post-reporting
- Maintain confidentiality and student sensitivity during and after the incident
- Report the matter in good faith, without malice or ulterior motive, through the designated reporting channels

5. Forms of Appreciation

The University may grant the following forms of recognition:

A. Certificate of Appreciation

- Issued by the Vice Chancellor / Registrar / Head of Institution
- Presented during annual events such as Foundation Day, Teachers' Day, or Republic Day

B. Mention in Internal Newsletters / Website

- Recognition under "Campus Heroes" or "Champions of Student Safety" sections

C. Incentives (at the discretion of the Executive Council)

- Monetary Reward: As decided by the University
- Special Leave (1–2 days) or Service Commendation Points (for internal HR record)

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D. Recognition in Service Record

- A formal entry of the commendation in the employee's confidential service/personnel file, which may be considered as a positive factor during performance appraisal

6. Nomination and Evaluation Process

- Reports can be submitted directly to the Anti-Ragging Committee or Registrar in writing/email, providing details of the incident with evidence
- Employees may also report through the University's designated anti-ragging helpline, e-mail ID, or online grievance/reporting portal, in addition to the UGC's National Anti-Ragging Helpline (1800-180-5522) and www.antiragging.in
- The Anti-Ragging Monitoring Committee will evaluate the incident and verify the employee's role in the proactive reporting of such incident
- Wherever practicable, the Committee shall complete its preliminary verification within 7 working days of receipt of the report
- Recommendations will be forwarded to the Vice Chancellor/Registrar for final approval
- The employee shall be informed in writing of the outcome of the nomination

7. Confidentiality and Protection

- The identity of the reporting employee will be kept confidential and disclosed only on a strict need-to-know basis, or where required by law or statutory authority
- The University assures protection against retaliation, victimisation, or undue pressure following the report, whether from students, colleagues, or any other person
- Any act of retaliation against a reporting employee shall itself be treated as a serious disciplinary matter

8. Misuse Clause

Any false or malicious reporting intended to defame or harass students or staff will invite disciplinary action, including withdrawal of previous recognitions and necessary punitive actions, in accordance with the University's applicable service and disciplinary rules.

9. Record Keeping

The Anti-Ragging Committee, in coordination with the HR Cell, shall maintain a confidential register of reports received, actions taken, and recognitions granted under this policy, for internal audit and statutory inspection purposes.

10. Review and Amendments

This policy will be reviewed annually by the Anti-Ragging Committee and HR Cell to incorporate changes based on feedback, regulatory updates, or emerging campus needs. Any amendment shall take effect upon approval by the Executive Council.

MRV reserves its rights to modify, amend, or replace this Policy, including withdrawal, at any time.

— Office of the IQAC / Appreciation Policy, MRV-

Sd/-

Registrar