



Approved by AICTE & PCI and Affiliated to Maulana Abul Kalam Azad University of Technology
(Formerly known as WBUT) Dr. Meghnad Saha Sarani, Bidhannagar, Durgapur 713206, West Bengal

**Internal Complaint Committee, Dr. B. C. Roy College of Pharmacy & AHS, Durgapur
(Sexual Harassment of Women at Work Place Act 2013)**

Annual Report (June 2020-May 2021; upto March 2021)

The Internal Complaints Committee, BCRCP functions as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. It was constituted in 2017 and subsequently reconstituted in 2019 and 2021. Current Members of ICC of BCRCP

Sl.No	NAMES	DESIGNATION
1.	Dr. Shyamshree S S Manna	Presiding Officer Chairperson
2.	Dr. Indrani Bhattacharyya	Member
3.	Mrs. Mithu Chowdhury	Member
4.	Mr. Shobhan Bose	Member
5.	Mr. Sagar Sengupta	Member
6.	Payel Laha	Student Member
7.	Ushmita Mukherjee	Student Member
8.	Bornika Chattaraj	Student Member

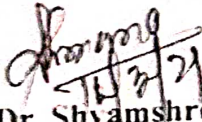
Annual Complaint Redressal Report:

1.	No. of complaints of sexual harassment received during the year	0
2.	No. of complaints disposed off during the year	0
3.	No. of Orientation / Training Programs for members of ICC to deal with complaints	0
4.	Number of cases pending for more than 90 days	0
5.	Number of workshops on awareness programmes against sexual harassment conducted during the year	0
6.	Nature of action taken by the by the Technical Institution against the perpetrator	No action taken as there was no complaint received


Due to COVID pandemic, colleges are still closed. Therefore, no complaints were received from June 2020- till date.

Plan for 2021-2022

1. Reconstitution of ICC
2. Awareness about ICCs in the Colleges among all stakeholders
3. More awareness programmes shall be conducted.


(Prof. Dr. Shyamshree S S Manna)
Presiding Officer

An ISO 9001:2008 Institution Conducting UG & PG Courses


Principal
Dr. B. C. Roy College of Pharmacy & A.H.S.
Bidhannagar, Durgapur-713206, Burdwan

**Internal Complain Committee, Dr. B. C. Roy College of Pharmacy & AHS, Durgapur
(Sexual Harassment of Women at Work Place Act 2013)**

Annual Report (Jan 2019-Dec 2019)

The Internal Complaint Committee, BCRCP functions as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.
Current Members of ICC of BCRCP

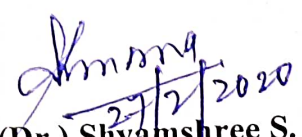
Sl.No	NAMES	DESIGNATION
1.	Dr. Shyamshree S S Manna	Presiding Officer
2.	Dr Kajal Ghosal	Member
3.	Dr. Indrani Bhattacharya	Member
4.	Mrs. Mithu Choudhury	Member
5.	Mrs. Dipanwita Ghosh	Member
6	Mr. Shobhan Bose	Member
7.	Mr. Sagar Sengupta	Member

Complaint Redressal

1	No. of complaints received during the year	4
2	No. of complaints disposed off during the year	4
3	Number of cases pending for more than 90 days	-
4	Number of workshops on awareness programmes against sexual harassment conducted during the year	01
5	Nature of action	<p>In one cases the suspension from college activities was given for a week</p> <p>In another cases the suspension from college activities was given for 3 months</p> <p>In third case the student was debarred from the 1st slot exam as a punitive measure to deter him</p> <p>In the other case, the appellant failed to provide proper proofs and failed to identify the accused. In spite of sufficient time given no clues could be gathered. Thus the case was closed.</p>

Plan for 2020-2021

1. Awareness about ICCs in the Colleges among all stakeholders
2. More awareness programmes shall be conducted.


 [Prof.(Dr.) Shyamshree S. S. Manna]
 Presiding Officer, ICC
 BCRCP



Policy Against Sexual Harassment at Workplace

The document was drafted by the Working Committee of Dr B C ROY COLLEGE OF PHARMACY AND ALLIED HEALTH SCIENCES, DURGAPUR on the policy against sexual harassment at the workplace.

Preamble

The Parliament of India passed the "*Sexual Harassment at Workplace (Prevention, Prohibition, and Redressal) Act*," in the year 2013. The ACT provides protection against sexual harassment at work place and for the prevention and redressal of complaints of sexual harassment.

The guidelines state that "It shall be the duty of the employer or other responsible persons in work places to prevent the sexual harassment and to provide the procedures for solutions, settlement, or prosecution of acts, of sexual harassment by taking all steps require. "

Commitment Educational institutions are bound by the Supreme Court's directives and Dr B C ROY COLLEGE OF PHARMACY AND ALLIED HEALTH SCIENCES, DURGAPUR is committed to create and maintain a safe and secure environment which is free of gender violence, sexual harassment, and discrimination on the basis of sex/ gender for all its employees at workplace.

College will operate zero tolerance policy for any form of sexual harassment in the work place.

Sexual Harassment

1. DEFINITION OF SEXUAL HARASSMENT

1.1. According to **THE SEXUAL HARASSMENT OF WOMEN AT THE WORK PLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT 2013**, sexual harassment includes any or series of the following unwelcome acts or behavior (whether directly or by implication committed in person/ on print or via computer/phone/other media) namely:



1. Making sexually suggestive remarks or innuendos.
2. Serious or repeated offensive remarks, such as teasing related to a person's body or appearance.
3. Offensive comments or jokes.
4. Inappropriate questions, suggestions or remarks about a person's sex life.
5. Displaying sexist or other offensive pictures, posters, mms, sms, whatsapp, or e-mails.
6. Intimidation, threats, blackmail around sexual favours.
7. Threats, intimidation or retaliation against an employee who speaks up about unwelcome behaviour with sexual overtones.
8. Unwelcome social invitations, with sexual overtones commonly understood as flirting.
9. Unwelcome sexual advances which may or may not be accompanied by promises or threats, explicit or implicit.
10. Physical contact such as touching or pinching.
11. Caressing, kissing or fondling someone against her will (could be considered assault).
12. Invasion of personal space (getting too close for no reason, brushing against or cornering someone).
13. Persistently asking someone out, despite being turned down.
14. Stalking an individual.
15. Abuse of authority or power to threaten a person's job or undermine her performance against sexual favours.
16. Falsely accusing and undermining a person behind closed doors for sexual favours.
17. Controlling a person's reputation by rumour-mongering about her private life.



1.2. Some examples of behaviour that may indicate underlying workplace sexual harassment and merit inquiry:

1. Criticizing, insulting, blaming, reprimanding or condemning an employee in public.
2. Exclusion from group activities or assignments without a valid reason.
3. Statements damaging a person's reputation or career.
4. Removing areas of responsibility, unjustifiably.
5. Inappropriately giving too little or too much work.
6. Constantly overruling authority without just cause.
7. Unjustifiably monitoring everything that is done.
8. Blaming an individual constantly for errors without just cause.
9. Repeatedly singling out an employee by assigning her with demeaning and belittling jobs that are not part of her regular duties.
10. Insults or humiliations, repeated attempts to exclude or isolate a person.
11. Systematically interfering with normal work conditions, sabotaging places or instruments of work.
12. Humiliating a person in front of colleagues, engaging in smear campaigns.
13. Arbitrarily taking disciplinary action against an employee.
14. Controlling the person by withholding resources (time, budget, autonomy, and training) necessary to succeed.

1.3. Generally, workplace sexual harassment refers to two common forms of inappropriate behaviour:



- *Quid Pro Quo* (literally 'this for that') - Implied or explicit promise of preferential/detrimental treatment in employment - Implied or express threat about her present or future employment status.
- *Hostile Work Environment* - Creating a hostile, intimidating or an offensive work environment - Humiliating treatment likely to affect her health or safety.



2. JURISDICTION

The policy and the rules & regulations would apply to all members of college students, faculty and non-teaching staff.

The policy would also apply on off the campus.

In the above the following definitions will apply

1. **Members- include faculty (permanent and temporary), staff (permanent and temporary), research scholars /students (full time and part time) and any other visitors.**
2. **Faculty-refers to a person or the staff of the Institute who is appointed to a faculty position, whether full time or temporary or ad-hoc/part-time/visiting/honorary.**
3. **Staff- refers to any person in the Institute who is not included in the category of faculty. It shall also include contract workers and daily wagers.**
4. **Students- includes all the students of Diploma, UG and PG degrees.**
5. **Campus refers to all places of work and residence. It includes all administrative section, academic section, library & computer centre, project offices as well as hostel & mess, guest house, staff quarters and security cabin.**

3. CONSTITUTION OF INTERNAL COMPLAIN COMMITTEE OF THE INSTITUTE

3.1. In order to implement the policy, a Committee has been constituted as Internal Complaint Committee (ICC) by the Institute to prevent sexual harassment and to receive and deal with complaints. ICC of BCRCP have 70 per cent representation of women.

The committee comprises of

1. **Chairman- A woman workplace employed at a senior level in the organization at workplace**
2. **Three members (two) from teaching faculty and one member from non-teaching faculty.**



3. **One external member from DR B. C. ROY ENGINEERING COLLEGE SOCIETY**

4. **Three students from PG (Two students one from UG and one from PG)**

3.2. Duties of the Committee

1. To safeguard the rights of female students and female staff members to protect against any sort of violence against them.
2. Effectively communicate a policy that prohibits unwelcome behaviour that constitutes workplace sexual harassment, and provides a detailed framework for prevention, and redress processes
3. To provide platform for listening to complaints and redressal of grievances.
4. To ensure personality along with academic development of students.
5. To make them aware of their rights.
6. Carry out awareness and orientation for all employees
7. The members of the Committee shall meet at least two time in a year. The Chairperson shall preside over the meeting. In the absence of the Chairperson, the next senior female faculty member shall preside over the meeting.

3.3. Key Responsibilities

To effectively address workplace sexual harassment complaints, a Complaints Committees must first be aware of their key responsibilities, some of which are highlighted below:

1. Be thoroughly prepared
2. Know the Act, Policy and/or relevant Service Rules
3. Gather and record all relevant information
4. Determine the main issues in the complaint
5. Prepare relevant interview questions 6
- . Conduct necessary interviews



7. Ensure parties are made aware of the process and their rights/responsibilities within it
8. Analyse information gathered
9. Prepare the report with findings/recommendations

3.3. Redress

Mechanism of Redressal of sexual harassment cases as per the guidelines of Sexual Harassment at workplace (prevention, prohibition and redressal) Act 2013

During a redress process the Complaints Committee/s are required to assure confidentiality, non-retaliation and recommend interim measures as needed to conduct a fair inquiry.

The Complaints Committee/s needs to have information on the **six stages** (including fifteen steps), detailed below, for addressing a complaint of workplace sexual harassment (as per the Handbook on Sexual Harassment of Women at Workplace).

STAGE 1: RECEIPT OF THE COMPLAINT

- STEP 1: Receive and acknowledge receipt of the complaint
- STEP 2: Meet and talk to the complainant to explore options for formal and informal resolution
- STEP 3: Informal mechanism
- STEP 4: Formal mechanism
- STEP 5: Respondent and response

STAGE 3: INTERVIEWS

- STEP 8: Prepare an interview plan for the hearing Complainant, Witness and Respondent.
- STEP 9: Assess the completeness of the information collected

STAGE 2: PLANNING CAREFULLY

- STEP 6: Prepare the file
- STEP 7: Consideration

INCIDENCE OF WORKPLACE SEXUAL HARASSMENT TO BE REPORTED WITHIN 3

INQUIRY PROCESS

REASONING

The respondent fulfils his obligations as agreed upon: the case is closed

Analyse and assess the information gathered during the inquiry

Take a time-out from the sequence of events related to the case.

STEP 12: Compare similarities and differences within each of the statements made by interviewees.

INFORMAL

STAGE 5: FINDINGS AND RECOMENDATIONS

FORMAL

Recommendations

ICC

STAGE 6: REPORT

STEP 15: Writing the report.



Timelines as per the Act

Submission of Complaint	Within 3 months of the last incident
Notice to the Respondent	Within 7 days of receiving copy of the complaint
Completion of Inquiry	Within 90 days



Submission of Report by ICC/LCC to employer/DO	Within 10 days of completion of the inquiry
Implementation of Recommendations	Within 60 days
Appeal	Within 90 days of the recommendations

Confidentiality

The Act prohibits the publication or making known the contents of a complaint and the inquiry proceedings. Any breach of confidentiality will result in specific consequences.

The Act prohibits the disclosure of:

- Contents of the complaint;
- Identity and address of complainant, respondent and witnesses; Information pertaining to conciliatory/inquiry proceedings or recommendations of the ICC/LCC;
- Action taken by the employer/DO. Accountability: Any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action taken under the provisions of this Act.

Consequences: As per the Service Rules or Rs.5,000/ to be collected by the employer.

Exception: Dissemination of information regarding the justice secured without disclosure of name, address, identity and particulars of complainant or witness

ICC -BCRCP formed in 2017 was revised time to time.

INTERNAL COMPLAINT COMMITTEE OF BCRCP -2020-2021

NAME	DESIGNATION	CONTACT NO	EMAIL-ID
Dr. Shyamshree S S Manna	Chairman ICC (Professor)	9433430912	sss.manna@hotmail.com
Mrs Mithu Choudhury	Member	6295592948	



**DR. B.C. ROY COLLEGE OF PHARMACY
& ALLIED HEALTH SCIENCES | DURGAPUR**
COMMITTED TO EXCELLENCE IN EDUCATION
ACCREDITED BY NBA FOR B. PHARM PROGRAM (2020-2023)

Mr Shoban Bose	Member (Assistant Professor)	9832965302	
Mr Sagar Sengupta	Member (Associate Professor)	7044088244	registrar@bcrcp.com
Ms Payel Laha	M.pharm Student		
Ms Ushmita Mukherjee	M.pharm Student		
Ms Bornika Chattaraj	M.pharm Student		

INTERNAL COMPLAINT COMMITTEE OF BCRCP -2019-2020

NAME	DESIGNATION	CONTACT NO	EMAIL-ID
Dr. Shyamshree S S Manna	Chairman ICC (Professor)	9433430912	sss.manna@hotmail.com
Dr Indrani Bhattacharya	Member	9475039311	
Mrs Mithu Choudhury	Member	6295592948	
Mr Shoban Bose	Member (Assistant Professor)	9832965302	
Mr Sagar Sengupta	Member (Associate Professor)	7044088244	registrar@bcrcp.com
Ms Payel Laha	M.pharm Student		
Ms Ushmita Mukherjee	M.pharm Student		
Ms Bornika Chattaraj	M.pharm Student		

INTERNAL COMPLAINT COMMITTEE OF BCRCP -2018-2019

NAME	DESIGNATION	CONTACT NO	EMAIL-ID
Dr. Shyamshree S S Manna	Chairman ICC (Professor)	9433430912	sss.manna@hotmail.com
Dr Kajal Ghosal	Member	704483125	



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Dr Indrani Bhattacharya	Member	9475039311	
Mrs Mithu Choudhury	Member	6295592948	
Mr Shoban Bose	Member (Assistant Professor)	9832965302	
Mr Sagar Sengupta	Member (Associate Professor)	7044088244	registrar@bcrcp.com
Mrs Dipanita Ghosh	Member	7908696390	

INTERNAL COMPLAINT COMMITTEE OF BCRCP -2017-2018

NAME	DESIGNATION	CONTACT NO	EMAIL-ID
Dr Kajal Ghosal	Chairman ICC (Associate Professor)	704483125	
Dr Indrani Bhattacharya	Member	9475039311	
Mrs Mithu Choudhury	Member	6295592948	
Mr Shoban Bose	Member (Assistant Professor)	9832965302	
Mr Sagar Sengupta	Member Associate Professor)	7044088244	registrar@bcrcp.com
Mrs Dipanita Ghosh	Member	7908696390	

ICC Report on 11th May, 2018

I, Dr. Kajal Ghosal, would like to furnish an ICC report though the name of victim and guilty was not written as we have not got any written complaint from the student. But as the safety of our student is involved here, I have been instructed by Registrar of our College to look after the matter.

a) **Heading of the enquiry:** Possibility of harassment of a 4th year girl student by one male faculty member.

b) **Composition of the members during enquiry:** Dr. Kajal Ghosal; Presiding Officer

Mr. Sagar Sengupta, Registrar.

c) **Brief narration of the incident:** The girl student was constantly disturbed over phone by one faculty (male).

d) **Detailed narration of the incident:** This incident mainly has happened during their 8th semester.

e) **Date-wise proceedings of the enquiry:** I, Dr. Kajal Ghosal met the student on 10th may at 4 pm in her hostel. (As they don't have any classes or examination)

f) **Facts that emerge from the enquiry:** Presently, the student does not want to lodge any complaint against the faculty.

g) **Misconduct under the provisions of specific clauses of Indian Standing Orders Act i)**

Recommendations on organisational changes: We have not got any written complaint. But as the safety of our student is involved here, I have been instructed by Registrar of our College to look after the matter.

h) **Exhibits evidence produced during the enquiry:** NA

The other members have also been informed.

ICC members:

1. Dr. Kajal Ghosal, Presiding Officer

Kajal Ghosal (11/5/18)

2. Mr. Sagar Sengupta, member

SMS (11/5/18)

3. Dr. Indrani Bhattacharya, member

Indrani Bhattacharya 11/5/18

4. Mrs. Dipanwita Ghosh, member

Dipanwita Ghosh

5. Mrs. Mithu Chowdhury, member

Mithu Chowdhury

6. Dr. Shyamoshree Manna, member

Shyamoshree Manna
11/5/18

To
The Principal
Dr. B. C. Roy College of Pharmacy and AHS
Durgapur

Date: 25.07.2018

Sub.: Decision against the forwarded written complaint on 13th July 2018 by Zinataman Sarkar

Dear Sir,

The following decisions have been taken by ICC members against the complaint lodged by Ms. Zinataman Sarkar as the nature of misbehavior was ^{found to be} gender biased ,

- 1) The accused student Sk. Nadim Ali, of 2nd year section A, should be sent for medical recourse for rehabilitation to any government hospital as he is found to be drug addicted. After coming back, he will report to the principal with medical fit certificate and one apology letter stating that he will not repeat that misbehavior with any of his classmates.
- 2) During his suspension period once he should come along with his guardian to report to the principal regarding their course of action in getting the medical treatment.
- 3) He needs career long counseling and he should report to the principal throughout his B Pharm course.
- 4) Transferring him from section A to section B to assure the victim about her safety.
- 5) It is also recommended that his mentor may observe his day to day active after rejoining the classes
- 6) Further repetition of this type of activity will be considered on a serious note.

Thanking you

With Regards

Kajal Ghosal
[Dr. (Mrs.) Kajal Ghosal]
Presiding Officer (25/07/18)

Indrani Bhattacharyya
[Dr.(Mrs.) Indrani Bhattacharyya]
Member

Dipanwita Ghosh
[Mrs. Dipanwita Ghosh]
Member

Mithu Choudhury
[Mrs. Mithu Choudhury]
Member

Shyamree Manna
[Dr. Shyamree Manna]
Member

Sagar Sengupta
[Mr. Sagar Sengupta]
Registrar and Member

Narrations by Nadim

Nadim was called upon and his statements were recorded. As per the record, he stated that he attended the college at 10:00 o'clock and went to microbiology lab. Recess resumed at 1:30 and had his lunch at canteen, moved out of the college to smoke and consumed two tablets of clonazepam and went back to attend the classes. He was fast asleep, and only got to answer his attendance call by Mr Avik Saha, after his friends woke up. He then failed to recall when exactly the incidence took place whether in the succeeding period or in a break after the class. He confessed that he did tease the girl Zinant because she turned back and many a times to observed the time within a period of 10 min. He felt guilty of the incidence and repented on doing the things again and again.

He further confesses that he is addicted to drugs. He regularly consumes ganja; and because he was facing some difficulties, he wanted to change to some other drugs. So he asked his friend Aftab for help. He went to his friend Sunny, where Aftab helped him with four strips of clonazepam. The committee member asked the source of such drugs as it is difficult to buy the same from the medicine shop. He explained that such drugs were procured by Sunny, whose father is a Doctor.

Nadim was absent on 25.07.18, so collection of signature was not possible - Kajal Ghosal (25/07/18)

1978
Suvechha's narration: In absence of teacher, Nadim was calling Zinat's name from back. Zinat and Suvechha both looked back and at that time, Nadim gave a bad expression closing his one eye. Zinat scolded Nadim asking why he is doing that or is he drunk? But Nadim doesn't stop disturbing them and he was constantly disturbing Zinat by repeatedly saying sorry (5 to 6 times). In canteen also, Nadim followed them and again he created nuisance there. He dipped one of his hands into the sauce over their plate. They left the plate and come upstairs. There also Nadim followed them and tried to say sorry to Zinataman in a bad way. He bent down and tried to reach Zinataman's skirt.

Shuvechha Das
25/07/18

ZINATAMAN'S NARRATION

According to Zinataman Sarkar's narration, last Friday on 13th July 2018 she was in her microbiology practical class. She noticed that in that Nadim entered into the class 1 hour late. It seemed that he was ill.

Just after entering the class he started to stare at her, which was not felt good by Zinataman. Then he started singing song, first she ignored all these things but suddenly Nadim called her and when she looked at him, he winked. Zinataman strictly warned him and said that this should not repeat any more.

Immediately after hearing this he apologized and said sorry, but started to say the word "sorry" repeatedly. Zinataman felt that he was just creating a scene in front of everybody in the class.

After the practical class was over in the recess, Zinataman and her friend Shuvechha went to canteen for refreshment, Nadim followed her in the canteen and there also he said sorry but not in a good way.

His activity was showing that either he was drunk or had taken some drugs. Through all his activity it was showing that he was not in his sense. After that it was came to know that he really had taken drugs (clonazepam). Then again when she and Shuvechha went to the place where the water filter is kept there he constantly started to gaze at her. He came near to them and it seemed he tried to catch her hand, they shouted then he went away. Through all these behavior of Nadim, Zinataman was feeling very unsafe.

Then Zinataman felt that since morning she was tolerating all those nonsense activities of Nadim, now it was beyond her tolerance level and she decided to lodge a complaint against Nadim.

She lodged her complaint against Nadim by giving a written application to the Principal and pleaded for decision of the college authorities.

Zinataman Sarkar
25/7/18

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COMPOSE

MEETING Inbox x


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Drafts

More

 Kajal



 **Kajal Ghosal** <icc.bcrp@gmail.com>

to me

Dear all ICC Members,

It is hereby informed to all ICC Members that a meeting will be held in board room

All are requested to make it convenient to be present in the meeting.

Thanking you

regards

Kajal Ghosal

Dr. Kajal Ghosal

Presiding Officer

ICC

BCRCP



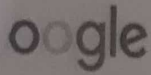
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COMPOSE

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Kajal ▾ +

Registrar registrar@bcrp.org via bcrporg.onmicrosoft.com
to nadimalisk ▾

Dear Nadim,
You may recall that you had confessed about your habitual intoxication
You were advised by the undersigned to undertake treatment from any
informed over telephone about the same.
Until and unless you are declared fit to join your classes by a Govt. phys
The outcome of the inquiry however, is pending. The decision of that in

Best wishes!

Registrar
BCRCP

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To

The Presiding Officer
ICC, BCRCP

Dear Madam,

Following is my submission in the recent case under trial of ICC, BCRCP –

Being the additional class-teacher of second year, I was called upon by the Principal, BCRCP in absence of Ms. Pooja Mishra, Class teacher, second year, Sec-A, on 13th of July 2018 (Friday), at around 4.30 pm regarding an incidence of misbehaviour and harassment in the same class. It was brought to my notice through the Principal, BCRCP that a female student of second year, Ms. Zinataman Sarkar, faced harassment by classmate Sk Nadim Ali on the basis of a written complaint submitted by the same. It was also reported by the girl that the boy was in an intoxicated state during the class hours. In this regard, the student in question Sk Nadim Ali was called upon and was questioned in front of the Registrar, BCRCP, Mr. Sagar Sengupta on the same day.

Upon questioning, Sk Nadim Ali mentioned that he was carrying a Clonazepam 1mg tablet strip with evidence of 2 consumed tablets in his pocket. He also accepted to have misbehaved with the girl. Thereafter, the strip of medicine was confiscated by the undersigned and Sk Nadim Ali was asked to leave the campus.

Please note that Sk Nadim finally confessed that he was a habitual addict of all sorts in the past and trying to come out of that situation. However, he admitted his mistake and also stated that he shall not repeat such behaviour in future.

Regards,

Rituparna
Mrs Rituparna Chaki Ghosh. 20/07/18

Addl. Class Teacher, Second year

(In absence of Ms. Pooja Mishra, Class teacher, Section A)

ICC BCRCP

Principal Officer

50

To
The Presiding Officer,
ICC, BCRCP

Dear Madam,

Following is my submission in the recent case under trial of ICC, BCRCP -

On 13th of July 2018 (Friday), in the afternoon at around 4.30 pm Ms. Rituparna Chaki Ghosh, Class teacher of B. Pharm 2nd Year Section A, asked me to be present during a talk with Sk Nadim Ali, a student of her section.

She informed me about a complaint, forwarded by the Principal, BCRCP, against Sk Nadim.

I asked Ms. RCG and Sk Nadim to come to the my chamber.

The complaint was basically of a misbehavior (supposedly of gender harrasment) in an intoxicated state.

After thorough inquiry, it was revealed that Sk Nadim Ali was carrying a Clonazepam 1mg tablet strip with evidence of 2 consumed tablets in his pocket. The strip was immediatedly confiscated by the undersigned and Sk Nadim Ali was asked to leave the campus immediatedly thereafter.

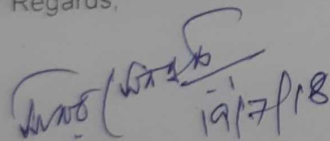
To hinder his misdoing, he tried to bring forward fever as the reason of carrying such drug and mentioned Aftab Khan's (B. Pharm 3rd year student) name who advised him to take clonazepam, which was found totally false later on.

Sk Nadim finally confessed that he was a habitual addict of all sorts in the past and trying to come out of that situation.

He stated that he shall not repeat his mistake.

The statement of recovery and the tablet strip is attached herewith.

Regards,



Sagar Sengupta
Registrar, BCRCP

Minutes of ICC Meeting
minute on 17th July, 2018 (1st Report)

A written complaint was lodged by one of our student Zinataman Sarkar (Roll No: 2, Sec-A, 2nd yr) to Principal, BCRCP against another student, SK Nadim Ali (Roll No: 1, Sec-A, 2nd yr) on 13th July, 2018. Principal (Dr. subhabrata Ray) and Class teacher of 2nd year (Mrs. Rituparna Chaki Ghosh) forwarded that matter to ICC for further action. So a Meeting was called at 2:45 pm on 17th July, 2018 to investigate the matter comprised of ICC members. Along with the written complaint, another note from SK Nadim Ali was submitted to ICC stating that a strip of 1 mg clonazepam was confiscated from him.

ICC members:

1. Dr. Kajal Ghosal, Presiding Officer - Kajal Ghosal (20/7/18)
2. Dr. Indrani Bhattacharya, member - Indrani Bhattacharya 20/7/18
3. Mrs. Dipanwita Ghosh, member - Dipanwita Ghosh 20/7/18
4. Mrs. Mithu Chowdhury, member - Mithu Chowdhury 20/7/18
5. Dr. Shyamshree Manna, member - Shyamshree Manna 20/7/18
6. Mr. Sagar Sengupta, member

1. Members have suggested for calling complainant, accused and other eyewitnesses.
2. Zinataman Sarkar, the complainant was present on that day and she agreed with her written complaint against S K Nadim Ali. She told that Nadim is constantly disturbing her. Zeenat isa little bit scared. She is feeling unsafe. She has blocked all contacts of Nadim. They thought that Nadim is drunk.
3. Shuvechha, (Roll no. 44) another student of same section also supported Zinataman's claim. Nadim ^{was} absent on that day.
4. Mr. Sagar Sengupta ^{has} contacted him. He will be present on Friday (20th July, 2018).
5. Mr. Sagar Sengupta has suggested to issue a notice to make all stake holders to be aware of the role of ICC.
6. It has been suggested by members to record victim's complaint, other eyewitnesses' complaint as well as if accused do like to let something to be recorded. Also class teacher's note (Mrs. Rituparna Chaki Ghosh) and Mr. Sagar Sengupta note regarding this incident (as initially they listen to the incident from complainant and accused as well) have to be collected and all these reports will be used for further investigation.
7. One e-mail address has to be formulated for further communication for all related persons related with this issue.

Meeting adjourned at 3:15 pm.

Next meeting is called on 20th July, 2018.

**A.C. Roy College of Pharmacy and Allied Health Sciences
DURGAPUR**

A strip of Clonazepam of 1mg was
confiscated from me (Sk Nadim Ali), Roll No. 01
of 2nd yr, B.Ph after receiving complaint
from my classmates.

→ Sk Nadim Ali

13/7/2018

The principal
Dr. B.C. Roy College of Pharmacy & AHS
Durgapur

To
Chairperson, ICC
Requesting
to be met after due
enquiry.
Ray
13/07/18

B. B.

Date - 13/7/18

Respected Sir,

I ~~am~~ ~~the~~ ~~the~~ ~~the~~ Zinat Aman Sarkar of
2nd year (Pharmacy) of your institution want
to inform you that a student of my section
named Nordin ali is disturbing by many
different means since a long time ~~and~~ and
now a days he is crossing his limits being
a student. ~~Therefore~~ I beg you to please to
make him understand about whatever he
is doing. His behaviour is creating a lot of
problems to me. And I have seen him in
a improper behaviour. If I am not wrong, maybe
he is drunk or may be some other matter.
I will be thankful to you for your
proper decision towards this matter.

Thanking You

Yours Obediently

Zinat Aman Sarkar
BCRCP
Durgapur
Rou - 02

TO
RCG, Class Teacher, 2nd yr.
Investigate the matter & report
if the matter need to be forwarded
to ICC.
Ray
13/07/18

Matter to be forwarded
to ICC. ~~Shubh,~~
13/07/18.

THE PRINCIPLE, BCRCP,

JCC file

My dear sir,

I beg to request you that, I am
SK Naseem Ali,
My Son SK Nadim Ali in having
habitation in few month ago, he
is ~~now~~ counesing by Doctor of
Bharat Sevashram Sangha hospital.
Sir, I request to you give him
a chance and pardon him last
time. Here we attached the
medical certificate. If this activity
would happen in Future dear
sir your decition will take to us.

Signature of Student

SK Nadim Ali

Thanking you

SK Naseem Ali,

14.8.18

BHARAT SEVASHRAM SANGHA HOSPITAL

DIAMOND HARBOUR ROAD (Near Joka), KOLKATA - 700 104

Ph : 90733 68550

OPD CARD

PATIENT ID: 18-0029753

OPD VISIT SLIP

VISIT ID: 180809-00231

OPD VISIT DATE : 09/08/2018

OPD VISIT TIME : 11:42 AM

PATIENT NAME : SK. NADIM ALI

QUEUE NO. : 49

SEX : Male

AGE : 21 Y

ADDRESS : AMGACHIYA

CLINIC NAME : GOPD

Date & Findings

Treatment & Advice

g/c

Weakness
loss of appet.
Anxiety

Bp. 120/80

chr chr

Hs wt

Counseling done
on 9/8/18

4

Polybion Sr

Revital

100 x 28

SK Nadim Ali son of
SK Naseemali of Amgachia
P.O. Amgachia. Dt. South 24 Parganas
is examined by me on 9/8/18

He is physically & mentally
fit to join in his college for
14/8/18

OPD Visit Charge (Rs) : 10.00

Net Amt Payable (Rs) : 10.00

Received By : SURAJIT

DR. B. C. ROY COLLEGE OF PHARMACY & AHS, DURGAPUR

Ref: BCRCP/PRIN/DISCP/03/01

13/03/2019

OFFICE ORDER

As per the recommendations of the ICC of the College subsequent to their meeting on the issue reported in writing by a female student of 2nd year on 28-02-2019 to the committee, the following student is being debarred from appearing in the 1st Slot Examination as a punitive measure to deter him from repeating misbehaviour to fellow student of opposite gender:

1. Mr. Soumyadeep Maity, B. Pharm 2nd Year, Section A

Further, as per the ICCs recommendation, the parents of Mr. Soumyadeep Maity is to be invited for discussion on the matter informed and to counsel their ward and the corresponding Mentor of the student is also advised to counsel the student so that in future such unwanted incidents do not recur.


Principal

CC:

1. Director, BCRCP
2. Registrar, BCRCP
3. IC_Exam, for taking necessary action
4. Chairperson, ICC
5. Dr. Parthasarathi Panda, Mentor (to Mr. Maity)
6. Notice Board - UG
7. Guard File

ICC

Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

After hearing the narrations from the accused (Mr Somyadip Maity) and his friend and the victim (Ms S K Meheronnisha) and her friends (Saini Dutta; Singdha Chakraborty; Sinchoni Choudhury) the ICC committee members found Mr Somyadip Maity to be guilty, although which he himself denied.

The members feel that following actions are to be taken:

1. Soumyadeep Maity may be barred from B. Pharm. Even Semester 1st Sessional Examinations 2019.
2. Meanwhile, Soumyadip Maity may be counselled as a corrective measure.

Forwarded to Principal for Action

Shyam
12/03/2019

Prof. (Dr.) Shyamshree S. S. Manna
M. Pharm, Ph.D

Pharmacology

Dr. B. C. Roy College of Pharmacy & AHS

Bidhannagar, Durgapur- 713206

Ph.- 9433430912

Email- sss.manna@hotmail.com

ICC

Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

CASE: Caffeine

On 28th February, afternoon 2:30 pm, I received a written application from by SK Meheronnisha– a girl studying in the B. Pharm 2nd year, section A. She lodged a complaint of eve teasing by her classmate named Mr Somyadip Maity during the practical and theory classes. She categorically stated that she felt disturbed and distressed by his erratic behavior and comments. She requested for a help so that such incidences does not happen in the class.

A copy of the application is enclosed.

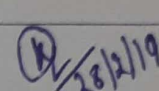
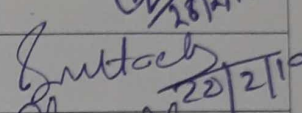
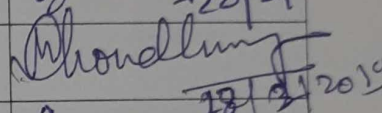
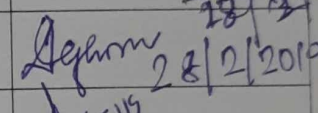
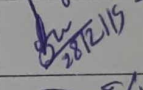
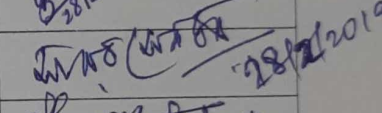
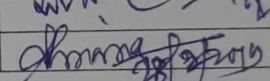
After receiving the letter, a meeting of ICC was called at 4:00 pm (copy enclosed). The minute of the meetings is included.

ICC

Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

Minutes of the meeting of ICC 28-02-2019

A meeting of ICC of Dr. B.C Roy College of Pharmacy & AHS was called 28/2/2019 at 4:00 pm at the office of Dr Kajal Ghosal. The following members attended the meeting

NAMES	DESIGNATION	SIGNATURE
1. Dr Kajal Ghosal	Member	 28/2/19
2. Dr. Indrani Das Bhattacharya	Member	 28/2/19
3. Mrs. Mithu Chowdhury	Member	 28/2/2019
4. Mrs. Dipanita Ghosh	Member	 28/2/2019
5. Mr. Subhon Bose	Member	 28/2/19
6. Mr. Sagar Sengupta	Member	 28/2/2019
7. Dr. Shyamshree S S Manna	Member (Presiding Officer)	 28/2/2019

Dr Shyamshree S S Manna, narrated the incidence and read out the application submitted by SK Meheronnisha (B.Pharm, 2nd Year, 4th Semester, section A) to the committee members. The member unanimously decided to call upon Mr Somyadip Maity.

Narrations of Somyadip Maity

In presences of all the ICC members Somyadip Maity denied the allegations. He confirmed that we had been laughing and talking among friends while engaging themselves in working on the practical in pharmacognosy lab. However, he did not comment on any girls. He asked us to verify the matter through his friend Aziz Ahmed.

After hearing Somyadip Maity, and to examine the truth of the statement the committee member unanimously decided to call upon Mr Izaz Ahammed, B.Pharm 2nd year 4th Semester, Section A. The members asked Izaz to narrate the incidence, and asked to write down his narrations.

Narrations of Aziz Ahammed

Izaz Ahammed also denied of any vulgar talks among themselves (Somyadip Maity, SK Izaz Ahammed, Sagnik Dhara, Rounak Ghosh, Soumadas Mohapatra) but instead was laughing among. However, he mentioned that Somyadip comment that if milk was here they could

have prepared tea with milk for they were isolating the caffeine, an experiment being carried out in the pharmacognosy lab. The written narration is also included.

Narrations of S K Meheronnisha

She stated that her friends Ms Singdha Chakraborty, Sinchoni Chakraborty, Saini Dutta, informed her about some remarks that they over heard from the group of boys and asked her to move away from where she was sitting down. She also stated that Mr Somyadip Maity do disturb and cause distress with his erratic behavior and comments, *as if*

The member unanimously decided to call upon Ms Singdha Chakraborty, Sinchoni Choudhury, Saini Dutta, however, Subhecha Das was medically unfit to present herself.

Narrations of Sinchoni Choudhury

Sinchoni stated that her friends (Snigdha Chakraborty, Shrabani Samanta, however, Subhecha) and herself were was working in the lab next to the group of boys and over heard their conversations. She heard them to comment on apparels. She assumed that the remarks could be indicative to S K Meheronnisha and asked her to get up from the chair. After Meheronnisha moved off from the chair, she heard some comments, which made her to believe that the comments were in respect to S K Meheronnisha.

Narrations of Singdha Chakraborty

Singdha stated that she along with her friends (Sinchoni Chakraborty, Shrabani Samanta, however, Subhecha Das) was working in the lab next to the group of boys and over heard their conversations. She heard them to comment on the wear. She found the remarks to be extremely derogative and ashamed to speak the same. She also assumed that the remarks were indicative to S K Meheronnisha as she was sitting visibly opposite to the group of boys. She therefore asked S K Meheronnisha to move away from the chair.

Narrations of Saini Dutta

Saini stated that along with her friends (Sinchoni Chakraborty, Snigdha Chakraborty, however, Subhecha Das) were was performing the experiment in the lab next to the group of boys and over heard their conversation. She heard them to comment on apparels. She assumed that the remarks could be indicative to Sk Meheronnisha.

ICC

Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

After hearing the narrations from the accused (Mr Somyadip Maity) and his friend and the victim (Ms S K Meheronnisha) and her friends (Saini Dutta; Singdha Chakraborty; Sinchoni Choudhury) the ICC committee members found Mr Somyadip Maity to be guilty, although which he himself denied.

The members feel that following actions are to be taken:

1. Soumyadeep Maity may be barred from B. Pharm. Even Semester 1st Sessional Examinations 2019.
2. Meanwhile, Soumyadip Maity may be counselled as a corrective measure.

Choudhury
12/3/2019

Maity
12/3/2019

Narrations of Somyadip Maity

In presences of all the ICC members Somyadip Maity denied the allegations. He confirmed that we had been laughing and talking among friends while engaging themselves in working on the practical in pharmacognosy lab. However, he did not comment on any girls. He asked us to verify the matter through his friend ^{FZIZ} AZIZ Ahmed. I stand by the above ~~statement~~ ^{narrations}.

Somyadip Maity.
12.03.19

Narrations of Singdha Chakraborty

Singdha stated that she along with her friends (Sinchoni Chakraborty, Shrabani Samanta, ~~Saini Dutta~~, however, ~~Subhecha Das~~) was working in the lab next to the group of boys and over heard their conversations. She heard them to comment on the wear. She found the remarks to be extremely derogative and ashamed to speak the same. She also assumed that the remarks were indicative to S K Meheronnisha as she was sitting visibly opposite to the group of boys. She therefore asked S K Meheronnisha to move away from the chair.

I stand by the above narration.
Singdha Chakraborty
9/3/19

Narrations of Sinchoni Choudhury

Sinchoni stated that her friends (Snigdha Chakraborty, Shrabani Samanta, however, Subhecha) and herself were was working in the lab next to the group of boys and over heard their conversations. She heard them to comment on apparels. She assumed that the remarks could be indicative to S K Meheronnisha and asked her to get up from the chair. After Meheronnisha moved off from the chair, she heard some comments, which made her to believe that the comments were in respect to S K Meheronnisha.

I stand by the above
narration.

Sinchoni choudhury

9/3/19

Narrations of S K Meheronnisha

She stated that her friends Ms Singdha Chakraborty, Sinchoni Chakraborty, Saini Dutta, informed her about some remarks that they over heard from the group of boys and asked her to move away from where she was sitting down. She also state that Mr Somyadip Maity do disturb and cause distress with his erratic behavior and comments

I stand by the ~~base~~ of
narrations.

SK Meheronnisha

9/03/19

10,

The principle

Dr. B.C. Roy college of pharmacy and A.H.S.
Durgapur.

Respected sir,

I feel ashamed to inform you that in our lab ~~here~~ and class, there is a guy (Somyadip maity) who keeps continuously taunting us girls and also passes cheap comments on us. We ridiculed him every time as because he is our batchmate. But yesterday he crossed all the ~~limits~~ limits. Now, his behaviour has become intolerable and disturbing. So, I therefore I request you kindly take any serious step against him that he loses his courage to repeat so in future.

Thanking you.

D-28/2/19

yours
obediently
SK Meheronnisha

ICC

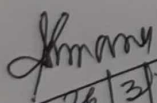
Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

CASE

On 26th March 2019, afternoon 2:30 pm, Chairperson ICC was called at the office of Principal, Dr B. C. Roy College of Pharmacy & AHS, and handed over an application written by Ms **Nabanita Dutta** of 2nd year EE of Dr B. C. Roy Polytechnic. She lodged a complaint against Mr **Aritra Paul** studying 2nd year B.Pharmacy of Dr B. C. Roy College of Pharmacy & AHS.

As per the application (copy enclosed), on 26th March 2019, while on the way to college, Mr Aritra Paul tried to bribe Ms Nabanita Dutta and threatened her for raising a complaint against an incidence of his miss behavior on 19th March 2019. While returning home after college in the same bus Mr Aritra Paul uttered erratic comments which she narrated in her application. A copy of the application is enclosed. She also submitted an application who were eye witness to the incidence of his behavior on 26.03.2019

After receiving the letter, a meeting of ICC was called at 4:00 pm. The minute of the meetings is included.


26/3/2019

Prof. (Dr.) Shyamshree S. S. Manna
M. Pharm, Ph.D

Pharmacology

Dr. B. C. Roy College of Pharmacy & AHS

Bidhannagar, Durgapur- 713206

Ph.- 9433430912

Email- sss.manna@hotmail.com

To,
 The Principal,
 Dr. B. C. ROY PHARMACY,
 Durgapur.

To ICC chairperson
 look into the matter
 & take n.a. pm.
 Ray
 26/3/19

Respected Sir,

আমরা সকলেই Dr. B.C. ROY POLYTECHNIC এর 2nd Year (4th Sem) - এর ছাত্র, আমাদের সহপাঠী ছাত্রী Nobomita Dutta - কলেজ ছুটি সপ্ত ৪৪ বাসে সর্ব্বি তার সাথে কিছু কাজে - ~~আমাদের~~ ডিউতে পড়ে, Dr. B. C. ROY PHARMACY - এর 2nd Year - এর এক ছাত্রের সাথে, ~~কিছু~~ খুলে ঘটনাটি আমাদের Phome করে ডালিয়েছিল Nobomita. তারপর আর্ 26/3/19 - এ আমরা BUS - এ আমরা সকল ~~সহপাঠী~~ ঘটনার সুরাহা করে আমাদের সকলেই,

Thank you,
 26/3/19

to Mr. S. Ray
 Principal,
 for necessary
 for action please

Yours faithfully
 1) Snehashish Tal
 2) Sameer Chattopadhyay
 3) Krishanu Dey
 4) Saikat Bhandari
 5) Ritam Sinha
 6) Abhishek Mondal

-20

To
 The Principal, Chaitanya, IITC
 Dr. B.C. Roy College of Pharmacy, Initiate an enquiry and submit report within 2 days
 Bangalore - 6

[Signature]
 26/3/19

Sir,

আমি DR. BC Roy Polytechnic - এর ছাত্র Nabamita Dutta,
 Roll NO. → 13, 2nd year. EE.

সং. 19.03.2019, কলেজ থেকে বাড়ি যাবার পথে, বাসে আসার
 কালান্তর ছাত্র, "Anitna Paul", 2nd year (4th sem) আমার
 জানে আমার আরও প্রবন্ধ করার কারণ Pharmacy College - এর
 principal - এর কাছে অভিযোগ করতে গিয়ে ছেলের আমাকে
 চাকার সিন্দুর খুঁচা করে আমার দুর্ভাগ্য দেয়। আমি হাসি হাসে
 আমার কাছে এল খেতে চাইলে, ছেলের আমায়
 খানার মে, " আমি খেলের সিন্দুর করেছি", তখন ছেলের
 বলল মে, "তুর্ন্ত কি জাতনগী- প্রবন্ধে দুখ নাট্যমে হাস, নাটক
 একটু দুখে নাট্যমে", আমি ~~এ~~ খুঁচা করে থাকলে, তবে
 আমার কাছে আমার ডায়েরি খুলে 10 নম্বর চাইলে আমায়
 ছেলের মে আমায় দিয়ে দি, তখন আমায় বলে, "হাসে
 করায় আমার নম্বর দেওয়া দিও।" তার 26.03.2019
 - 7ত আমাকে বাসে নম্বর দেখিয়ে খুঁচা করে আমার
 দুর্ভাগ্য দেয়।

Sir, আমার কাছে একান্ত অনুরোধ, আমায় দয়া করে
 এর পরিষেবে কিছু করা করে দেয়া মন।

Thanking you -

+ 26/03/2019

[Signature]
 to Dr. B.C. Roy Principal
 for necessary
 action please
 Yours faithfully -
 Nabamita Dutta
 Roll - 13
 2nd year EE
 2019

ICC

Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

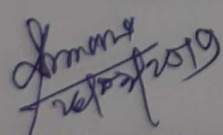
Notice of ICC on 26-03-2019

On 26/3/2019, a meeting of ICC of Dr. B.C Roy College of Pharmacy & AHS is called at 4:00 am at the Board Room of Dr B. C. Roy College of Pharmacy & AHS. The following members attended the meeting were as follows:

NAMES	DESIGNATION
1. Dr Kajal Ghosal	Member
2. Dr. Indrani Das Bhattacharya	Member
3. Mrs. Mithu Chowdhury	Member
4. Mrs. Dipanwita Ghosh	Member
5. Mr. Shobhan Bose	Member
6. Mr. Sagar Sengupta	Member
7. Dr. Shyamshree S S Manna	Presiding Officer

Agenda:

Application written by Ms Nabanita Dutta of 2nd year EE of Dr B. C. Roy Polytechnic. She lodged a complaint against Mr Aritra Paul studying 2nd year B.Pharmacy of Dr B. C. Roy College of Pharmacy & AHS.


Prof. (Dr.) Shyamshree S. S. Manna
M. Pharm, Ph.D

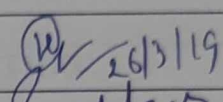
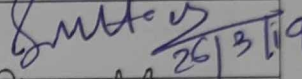
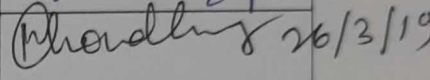
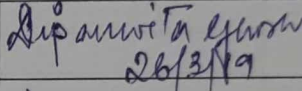
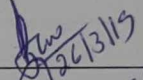
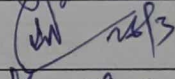
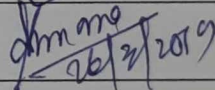
Pharmacology
Dr. B. C. Roy College of Pharmacy & AHS
Bidhannagar, Durgapur- 713206
Ph.- 9433430912
Email- sss.manna@hotmail.com

ICC

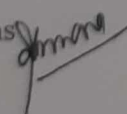
Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

Minutes of the meeting of ICC on 26-03-2019

A meeting of ICC of Dr. B.C Roy College of Pharmacy & AHS was called 26/3/2019 at 4:00 pm at the Board Room of Dr B. C. Roy College of Pharmacy & AHS. The following members attended the meeting were as follows:

NAMES	DESIGNATION	SIGNATURE
1. Dr Kajal Ghosal	Member	 26/3/19
2. Dr. Indrani Das Bhattacharya	Member	 26/3/19
3. Mrs. Mithu Chowdhury	Member	 26/3/19
4. Mrs. Dipanwita Ghosh	Member	 26/3/19
5. Mr. Shobon Bose	Member	 26/3/19
6. Mr. Sagar Sengupta	Member	 26/3
7. Dr. Shyamshree S S Manna	Presiding Officer	 26/3/2019

The Chairperson narrated the incidence and read out the applications by Ms Nabanita Dutta (2nd year EE of Dr B. C. Roy Polytechnic) and friends of Nabanita Dutta (Snehashish Pal, Samrat Chattopadhyaya, Krishanu Dey, Saikat Bhandari, Abhishek Mondal, Bikram Sinha) to the ICC members. The members unanimously decided that the matter be may be referred to **Joint Enquiry Committee** considering the limitation and purview of ICC, as the complain end is from the other Institute (Dr B. C. Roy Polytechnic) of the same group. However, on further discussion it was decided that such decision may be taken only after hearing the narrations of the appellants. The appellants were called on 27/3/2019 at 11:30 am to hear the narrations.


Prof. (Dr.) Shyamshree S. S. Manna
M. Pharm, Ph.D

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Bidhannagar, Durgapur- 713206
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Email- sss.manna@hotmail.com

ICC

Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

Notice of ICC on 27-03-2019

On 27/3/2019, a meeting of ICC of Dr. B.C Roy College of Pharmacy & AHS is called at 11:30 am at the Board Room of Dr B. C. Roy College of Pharmacy & AHS. The following members are requested to attend the meeting.

NAMES	DESIGNATION
1. Dr Kajal Ghosal	Member
2. Dr. Indrani Das Bhattacharya	Member
3. Mrs. Mithu Chowdhury	Member
4. Mrs. Dipanwita Ghosh	Member
5. Mr. Shobhan Bose	Member
6. Mr. Sagar Sengupta	Member
7. Dr. Shyamshree S S Manna	Presiding Officer

The agenda of the meeting will be hearing the narrations of the appellants: Ms Nabamita Dutta and her friends (Snehashish Pal, Samrat Chattopadhyaya, Krishanu Dey, Saikat Bhandari, Abhishek Mondal, Bikram Sinha)

Shyamshree S. S. Manna
27/3/2019

Prof. (Dr.) Shyamshree S. S. Manna
M. Pharm, Ph.D

Pharmacology
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Bidhannagar, Durgapur- 713206
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ICC

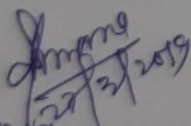
Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

Notice of ICC on 27-03-2019

On 27/3/2019, a meeting of ICC of Dr. B.C Roy College of Pharmacy & AHS is called at 11:30 am at the Board Room of Dr B. C. Roy College of Pharmacy & AHS. The following members are requested to attend the meeting.

NAMES	DESIGNATION
1. Dr Kajal Ghosal	Member
2. Dr. Indrani Das Bhattacharya	Member
3. Mrs. Mithu Chowdhury	Member
4. Mrs. Dipanwita Ghosh	Member
5. Mr. Shobhan Bose	Member
6. Mr. Sagar Sengupta	Member
7. Dr. Shyamshree S S Manna	Presiding Officer

The agenda of the meeting will be hearing the narrations of the appellants: Ms Nabamita Dutta and her friends (Snehashish Pal, Samrat Chattopadhyaya, Krishanu Dey, Saikat Bhandari, Abhishek Mondal, Bikram Sinha)


27/3/2019

Prof. (Dr.) Shyamshree S. S. Manna
M. Pharm, Ph.D

Pharmacology

Dr. B. C. Roy College of Pharmacy & AHS
Bidhannagar, Durgapur- 713206

Ph.- 9433430912

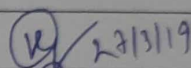
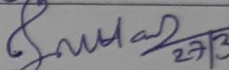
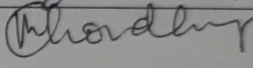
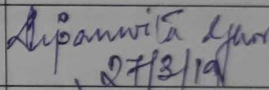
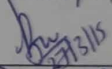
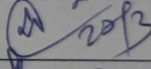
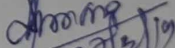
Email- sss.manna@hotmail.com

ICC

Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

Minutes of the meeting of ICC 27-03-2019

A meeting of ICC of Dr. B.C Roy College of Pharmacy & AHS was called 27/3/2019 at 11:30 am at the Board Room of Dr B. C. Roy College of Pharmacy & AHS. The following members attended the meeting were as follows:

NAMES	DESIGNATION	SIGNATURE
1. Dr Kajal Ghosal	Member	 27/3/19
2. Dr. Indrani Das Bhattacharya	Member	 27/3/19
3. Mrs. Mithu Chowdhury	Member	 27/3/19
4. Mrs. Dipanwita Ghosh	Member	 27/3/19
5. Mr. Shobon Bose	Member	 27/3/19
6. Mr. Sagar Sengupta	Member	 27/3
7. Dr. Shyamshree S S Manna	Chairperson	 27/3/19

In continuity of the earlier meeting, Mr Nabamita was called upon to give her narration which were recorded. She narrated that. Ms Nabamita Dutta was asked to narrate the incidence. Her narrations were recorded. According to Nabamita, She said to have know Mr Aritra Paul through self introduction in presence of a common friend during an intercollege group event while studying in the 1st year of engineering, which was a year back. Thereafter, she had not being in association of the boy (Aritra Paul) until the day of incidence on 19/3/2019.

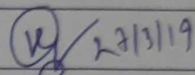
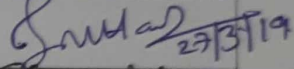
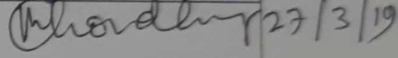
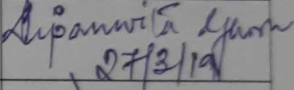
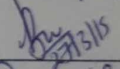
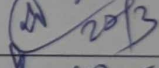
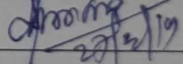
She narrated the incidence of 19/3/2019, as per Nabomita Dutta, she met Aritra Paul in the bus while going back home after college. After a while Aritra asked her for water, however, she refused to serve him the bottle as she had defiled the bottle of water. However, Mr Arita argued with her on how did she defiled the water, she found to be derogative and unusual.

ICC

Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

Minutes of the meeting of ICC 27-03-2019

A meeting of ICC of Dr. B.C Roy College of Pharmacy & AHS was called 27/3/2019 at 11:30 am at the Board Room of Dr B. C. Roy College of Pharmacy & AHS. The following members attended the meeting were as follows:

NAMES	DESIGNATION	SIGNATURE
1. Dr Kajal Ghosal	Member	 27/3/19
2. Dr. Indrani Das Bhattacharya	Member	 27/3/19
3. Mrs. Mithu Chowdhury	Member	 27/3/19
4. Mrs. Dipanwita Ghosh	Member	 27/3/19
5. Mr. Shobon Bose	Member	 27/3/19
6. Mr. Sagar Sengupta	Member	 27/3
7. Dr. Shyamshree S S Manna	Chairperson	 27/3/19

In continuity of the earlier meeting, Mr Nabamita was called upon to give her narration which were recorded. She narrated that. Ms Nabamita Dutta was asked to narrate the incidence. Her narrations were recorded. According to Nabamita, She said to have know Mr Aritra Paul through self introduction in presence of a common friend during an intercollege group event while studying in the 1st year of engineering, which was a year back. Thereafter, she had not being in association of the boy (Aritra Paul) until the day of incidence on 19/3/2019.

She narrated the incidence of 19/3/2019, as per Nabomita Dutta, she met Aritra Paul in the bus while going back home after college. After a while Aritra asked her for water, however, she refused to serve him the bottle as she had defiled the bottle of water. However, Mr Arita argued with her on how did she defiled the water, she found to be derogative and unusual.

ICC

**Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206**

After a while, Aritra asked a help from her to pay for his bus fare, which she happened to extend. Once the bus fare was paid, Aritra asked Nabomita when could he come to her home at night hours for returning the payment. She said to him there is no necessity of repayment. Nabomita shared this incident to her friend, who knew Aritra earlier and asked her not to be in close association with Aritra, as he is not a good chap. Her friend also suggested her not lend him any money or talk to him. Later on 26/3/19, while coming to college, she interrogated him of his lying to her of not having money, in spite of the fact that he had so. He then apologized and agreed to return her the money, while in a heat of debate, Nabomita also charged him of having taken photo of girls hostel and interrogated his maligned intentions and threatened him to give a written complain to the principal of his college for his wrong doings. On hearing his Aritra asked her to keep her mouth shut with a payment of Rs15/-. After hearing, this Nabomita lodged a complaint against him. On further interrogation by ICC member, whether Nabomita knew Aritra Paul since 1 year or not, she said to have not remembering him much and neither remembered his name. Since, she wanted to lodge a complaint, she asked him his name and Aritra said his identification as Saugata.

ICC Member also interrogated her whether she was sexual harassed by him or not? She said he had once hauled her during the heat of conversation between the two.

The ICC members then decided to call upon all other appellants who said to eyewitness the incidence of 26/3/2019, Snehashish Pal, Samrat Chattopadhyaya, Krishanu Dey, Saikat Bhandari, Abhishek Mondal, Bikram Sinha. All the narrations were recorded.

Consequently the analysis were done and the meetings was said to be resumed on 28/03/2019 at Board room at 11:30 am

ICC

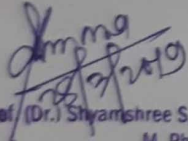
Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

Notice of ICC on 28-03-2019

On 28/3/2019, a meeting of ICC of Dr. B.C Roy College of Pharmacy & AHS is called at 11:30 am at the Board Room of Dr B. C. Roy College of Pharmacy & AHS. The following members are requested to attend the meeting::

The agenda of the meeting: Finalize the recommendations

NAMES	DESIGNATION
1. Dr Kajal Ghosal	Member
2. Dr. Indrani Das Bhattacharya	Member
3. Mrs. Mithu Chowdhury	Member
4. Mrs. Dipanwita Ghosh	Member
5. Mr. Shobhan Bose	Member
6. Mr. Sagar Sengupta	Member
7. Dr. Shyamshree S S Manna	Presiding Officer



Prof. (Dr.) Shyamshree S. S. Manna
M. Pharm, Ph.D

Pharmacology

Dr. B. C. Roy College of Pharmacy & AHS

Bidhannagar, Durgapur- 713206

Ph.- 9433430912

Email- sss.manna@hotmail.com

ICC

Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

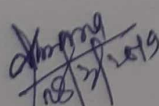
Minutes of the meeting of ICC on 28/03/2019

A meeting of ICC of Dr. B.C Roy College of Pharmacy & AHS was called 28/3/2019 at 11:30 am at the Board Room of Dr B. C. Roy College of Pharmacy & AHS. The following members attended the meeting were as follows:

NAMES	DESIGNATION	SIGNATURE
1. Dr Kajal Ghosal	Member	 28/3/19
2. Dr. Indrani Das Bhattacharya	Member	 28/3/19
3. Mrs. Mithu Chowdhury	Member	 28/3/19
4. Mrs. Dipanwita Ghosh	Member	 28/3/19
5. Mr. Shobon Bose	Member	 28/3/19
6. Mr. Sagar Sengupta	Member	 28/3
7. Dr. Shyamshree S S Manna	Chairperson	 28/3/2019

After considering the facts and the narrations, the recommendation was then finalized and are as follows

1. He (Mr Aritra Paul) be suspended for all college activities for minimum of 3 months and be debarred from End Semester University Exam 2019 with immediate effect.
2. The University be informed about his suspension w.e.f. the date of action.
3. His parents should be informed about his incoherent behavior and advice for psychological counselling (MAKAUT University Counsellor).


28/3/2019

ICC

Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal 713206

To
The Principal
Dr B. C. Roy College of Pharmacy & AHS
Durgapur

Forwarded
to Director BCKU
for your info & n/a ph.
28/2/19

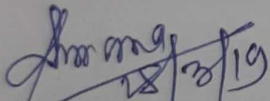
Principal
PI take n/a
at the earliest
29/2/19

Sub: Report of ICC- on complaint by **Nabamita Dutta** (2nd year EE of Dr B. C. Roy Polytechnic)

Sir

An immediate meeting was called upon on receiving the applications submitted by **Nabamita Dutta** (2nd year EE of Dr B. C. Roy Polytechnic). The recommendations of the committee are attached herewith for your immediate actions.

Yours sincerely


28/2/19

Dr Shyamshree S S Manna

Presiding Officer ICC

Professor (Pharmacology)

Dr B C Roy College of Pharmacy and AHS

Encl: Copy of application

Recommendation.

ICC

Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

Recommendations of ICC

The three consecutive meetings of ICC of Dr. B.C Roy College of Pharmacy & AHS at the Board Room of Dr B. C. Roy College of Pharmacy & AHS, were attended by the following members. The members interrogated the appellant and her friends (eye witness) (Ms Nabamita Dutta and her friends Snehashish Pal, Samrat Chattopadhyaya, Krishanu Dey, Saikat Bhandari, Abhishek Mondal, Bikram Sinha) and the respondent Mr Aritra Paul. All the narrations were recorded and decoded. The committee members found that Mr Aritra Paul not only gave irrelevant answers to hide the facts but also was found incoherent with his statements, which indicated him to be guilty of his actions. Thus, understanding the depth of the complaint and the nature of accuse the committee members unanimously recommends the following:

1. He (Mr Aritra Paul) be suspended for all college activities for minimum of 3 months and be debarred from End Semester University Exam 2019 with immediate effect.
2. The University be informed about his suspension w.e.f. the date of action.
3. His parents should be informed about his incoherent behavior and advice for psychological counselling (MAKAUT University Counsellor).

NAMES	DESIGNATION	SIGNATURE with date
1. Dr Kajal Ghosal	Member	Kajal Ghosal 28/3/19
2. Dr. Indrani Das Bhattacharya	Member	Indrani Das Bhattacharya 28/3/19
3. Mrs. Mithu Chowdhury	Member	Mithu Chowdhury 28/3/2019
4. Mrs. Dipanwita Ghosh	Member	Dipanwita Ghosh 28/3/2019
5. Mr. Shobhan Bose	Member	Shobhan Bose 28/3/19
6. Mr. Sagar Sengupta	Member	Sagar Sengupta 28/3/2019
7. Dr. Shyamshree S S Manna	Presiding Officer	Shyamshree S S Manna 28/3/19

Prof. (Dr.) Shyamshree S. S. Manna
M. Pharm, Ph.D

Pharmacology
Dr. B. C. Roy College of Pharmacy & AHS
Bidhannagar, Durgapur- 713206
Ph.- 9433430912
Email- sss.manna@hotmail.com

Ref: BCRCP/PRIN/ICC/03/01

30-03-2019

To

Mr. Aritra Paul,

(University Roll: 18901917117; Registration No.: 171890210018)

B. Pharm IInd year,

Dr. B. C. Roy College of Pharmacy & AHS, Durgapur.

Sub: Intimation of Disciplinary Action against You

Dear Mr. Paul,

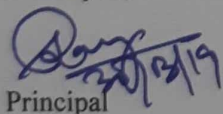
Subsequent to the written complaint received against you on 26th March 2019 from a girl student, an enquiry of the ICC of the college has finished its proceedings whereupon you and the aggrieved party were called and all of your versions were recorded.

As per the recommendations of the ICC, the following disciplinary measures are being taken against you as a deterrent to recurrence of such unwanted incidence in future-

1. You are being suspended from all college activities including academics for a period of 3 months from the date of receipt of this letter.
2. You are also being debarred from appearing in the ensuing Even semester University Examination 2019.
3. The University is being informed of the disciplinary measure taken against you immediately.
4. Your parents must meet the undersigned at the earliest to discuss psychological counselling from competent authority (such as MAKAUT counsellor).

Hope you will refrain from such conduct in the future and will uphold the ideals and discipline of the Institution.

Thank you,


Principal

Cc:

1. Registrar, MAKAUT
2. Controller of Examinations, MAKAUT
3. Director, BCRCP
4. Registrar, BCRCP
5. Parents of Mr. Aritra Paul
6. Class Teacher, B. Pharm II year
7. Mentor of Mr. Aritra Paul
8. All Faculty, BCRCP
9. Notice Board- UG
- ✓ 10. Guard File

Seen & Satisfied.
Nabamita Dutta
30/3/19

ICC

Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

To

The Principal

Dr. B. C. Roy College of Pharmacy & AHS

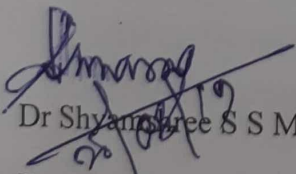
Durgapur-713206

Sub: Report of ICC- on complaint by **AMITA KUMBHAKAR** (1st year B.PHARM,
Dr. B. C. Roy College of Pharmacy & AHS) on 16-08-2019.

Sir

This is to intimate you that, an immediate meeting was called upon on receiving an applications submitted by Ms. **AMITA KHUMBHAKAR** (1st year B.PHARM, Dr. B. C. Roy College of Pharmacy & AHS) regarding physical harassment by her classmate **Mr SOUVIK KOWER**. Investigations were done, and the committee unanimously agreed on the recommendations, which are attached herewith.

Yours sincerely



Dr Shyamshree S S Manna

Presiding Officer ICC

Professor (Pharmacology)

Dr B C Roy College of Pharmacy and AHS

Encl: Xerox Copy of application submitted by Ms AMITA KUMBHAKAR

Recommendations of ICC.

ICC

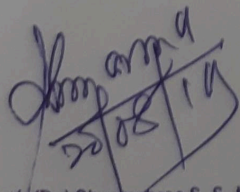
Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

Recommendations of ICC

Subsequent interrogations with the appellant (**AMITA KHUMBHAKAR**), her classmates involved indirect or directly involved in the matter i.e. Ms Debanwita, Sourav Ghosh, Abdul Amin, and the respondent **MR SOUVIK KOWER** was carried out. All the narrations were recorded and decoded. Parents of Sovik Kower was called upon and Mr Shoban Bose-ICC member, also mentor had words of concern. Parents informed Mr Shoban Bose that **SOUVIK KOWER** is under medical treatment of a psychiatrist.

On 20th August, members of ICC at the boardroom of Dr. B.C. Roy College of Pharmacy & AHS found Mr Souvik Kower guilty of his actions. Further, understanding the depth of the complaint, medical concerns, and the nature of accuse, the committee members unanimously recommends the following:

1. He (Mr Souvik Kower) be suspended for all college activities for a week effective from 20th August 2019. He was also asked not to prate o the topic any further.
2. Classmates Sourav Ghosh and Abdul Amin were cautioned with their actions and not to gossip any further on the said matter.
3. Decision was intimated to the appellant.
4. Seeing the increase in the number of such cases and the unavailability of University Councillor, the committee recommends for deputation of a behavioral councillor during the working hours of the college. This could be one of among the members of ICC. Committee suggests the name of Mrs MITHU CHOUDHURY.



Prof. (Dr.) Shyamshree S. S. Manna
M. Pharm, Ph.D

Pharmacology
Dr. B. C. Roy College of Pharmacy & AHS
Bidhannagar, Durgapur- 713206
Ph.- 9433430912
Email- sss.manna@hotmail.com

**Dr.B.C.Roy College of
Pharmacy and Allied
Health Sciences**



Ph : (0343) 253 2678
Telefax : (0343) 253 2679
e-mail : bcrpc_dgp@yahoo.co.in
www.bcrpc.ac.in

Approved by AICTE & PCI and Affiliated to West Bengal University of Technology
Dr. Meghnad Saha Sarani, Bidhannagar, Durgapur-713206, West Bengal

Ref. No.: BCRCP/ Regis/ VBH/01/19

Dated: 20th August 2019

To

Mr. Souvik Kower,

Resident Student,

B. Pharm. 1st Year

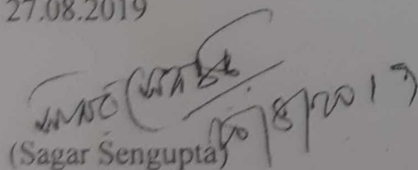
Sub: Suspension from Class and Hostel

Dear Student,

In receipt of a serious complaint of sexual harassment from a girl student of the college, the Internal Complaint Committee has enquired the matter and ^{found} yourself guilty.

Therefore, you are being suspended from both college and hostel with immediate effect for a minor period of one week, keeping in view that you are only a new entrant. You must not engage yourself in such activities further and must keep in mind that recurrence of such activities shall draw severe punishment including rustication from the college as well as handing over to police authorities.

You may join the college and start residing at Vivekananda Boys' Hostel on and from 27.08.2019


(Sagar Sengupta)

Registrar

CC:

1. Director, BCRCP

2. Principal, BCRCP

✓ 3. Presiding Officer, ICC

4. Assistant Proctor, BCRCP-BCRP Campus – for necessary action

To,

The ICE, (Chairman)

BCRCP,

Durgapur-

16th August, 2019.

Dear Sir,

With due respect I would like to inform you that, I, Anita Kumbhakar studying in 1st year in your college.

For a few days, a boy from our year, name - Souvik Kowar has been misbehaving, with me. He has tried to touch me physically several times, and has been continuously giving slangs. ^{depositedly} He has already proposed to me, but I denied.

For these I am in a mental agony and I insist request the ICE committee to take some steps against this.

Thanking You

Yours faithfully
ANITA KUMBHAKAR
Anita Kumbhakar.

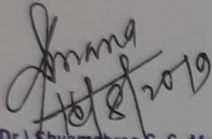
Received
16/08/19
Anita

ICC

Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

CASE

On 16th AUGUST 2019, afternoon 2:30 pm, Chairperson ICC received a complaint from ANITA KUMBHAKAR of 1st year, B.Pharm 2019, complaining about sexual harassment by her classmate SOUVIK KOWER. She complained about the mental agony and requested for a help from ICC.



Prof. (Dr.) Shyamshree S. S. Manna
M. Pharm, Ph.D


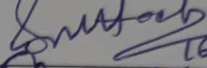
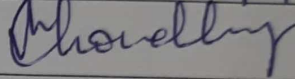
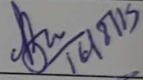

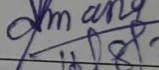
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ICC

Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

NOTICE of ICC on 16-08-2019

A meeting of ICC of Dr. B.C Roy College of Pharmacy & AHS is called on (today) 16/8/2019 at 4:30 pm at the Board Room of Dr B. C. Roy College of Pharmacy & AHS. The following members are requested to be present. :

NAMES	DESIGNATION	SIGNATURE
1. Dr Kajal Ghosal	Member	 16/08/19
2. Dr. Indrani Das Bhattacharya	Member	 16/8/19
3. Mrs. Mithu Chowdhury	Member	 16/8/19
4. Mrs. Dipanwita Ghosh	Member	Absent
5. Mr. Shobon Bose	Member	 16/8/19
6. Mr. Sagar Sengupta	Member	 16/8/19
7. Dr. Shyamshree S S Manna	Chairperson	 16/8/2019

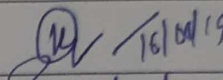
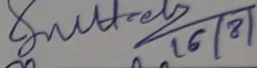
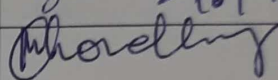
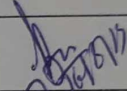
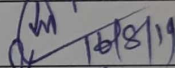
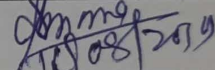
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ICC

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Minutes of the meeting of ICC on 16-08-2019

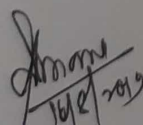
A meeting of ICC of Dr. B.C Roy College of Pharmacy & AHS was called 16/8/2019 at 4:00 pm at the Board Room of Dr B. C. Roy College of Pharmacy & AHS. The following members attended the meeting were as follows:

NAMES	DESIGNATION	SIGNATURE
1. Dr Kajal Ghosal	Member	 16/08/19
2. Dr. Indrani Das Bhattacharya	Member	 16/8/19
3. Mrs. Mithu Chowdhury	Member	 16/8/19
4. Mrs. Dipanwita Ghosh	Member	Absent
5. Mr. Shobon Bose	Member	 16/8/19
6. Mr. Sagar Sengupta	Member	 16/8/19
7. Dr. Shyamshree S S Manna	Chairperson	 16/08/2019

The Chairperson read out the application made by Anita Kumbhakar, and the members on discussion decided to call on Anita Kumbhakar, her friend Debanwita (witness of the incidence), Mr Sourav, Mr Souvik Kower. After hearing the conversations, Mr Souvik Kower was asked to send come of the watsapps conversation between Mr Souvik Kower and Anita Kumbhakar.

The matter remained open till the analysis of the conversations between the accused and petitioner.

The notice for further meetings to be communicated


3 Prof. (Dr.) Shyamshree S. S. Manna
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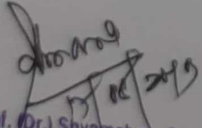
Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

NOTICE of ICC on 17-08-2019

A meeting of ICC of Dr. B.C Roy College of Pharmacy & AHS is called on (today) 17/8/2019 at 11:00 am at the Board Room of Dr B. C. Roy College of Pharmacy & AHS. The following members are requested to be present. :

Agends: Anita Kumbhakar's Father called upon to sought the issue.

NAMES	DESIGNATION	SIGNATURE
1. Dr Kajal Ghosal	Member	Kajal Ghosal (17/08/19)
2. Dr. Indrani Das Bhattacharya	Member	Indrani 17/8/19
3. Mrs. Mithu Chowdhury	Member	Mithu Chowdhury 17/8/19
4. Mrs. Dipanwita Ghosh	Member	Absent
5. Mr. Shobon Bose	Member	Shobon Bose 17/8/19
6. Mr. Sagar Sengupta	Member	Sagar Sengupta 17/8/19
7. Dr. Shyamshree S S Manna	Chairperson	Shyamshree S S Manna 17/8/2019


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ICC

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MINUTES OF THE MEETING

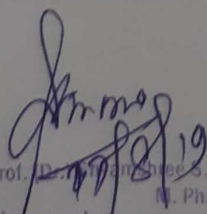
A meeting of ICC of Dr. B. C Roy College of Pharmacy & AHS was called on 17/08/2019 at 11:00 am at the board room of the Institute as the petitioner's father was apprehensive about the situation and the anxiousness of his daughter and wanted to have a conversation with the committee. The following members were present

NAMES	DESIGNATION	SIGNATURE
1. Dr Kajal Ghosal	Member	Kajal Ghosal 17/08/19
2. Dr. Indrani Das Bhattacharya	Member	Indrani Das 17/8/19
3. Mrs. Mithu Chowdhury	Member	Mithu Chowdhury 17/8/19
4. Mrs. Dipanwita Ghosh	Member	Absent
5. Mr. Shobon Bose	Member	Shobon Bose 17/8/19
6. Mr. Sagar Sengupta	Member	Sagar Sengupta 17/8/19
7. Dr. Shyamshree S S Manna	Chairperson	Shyamshree S S Manna 17/8/2019

The members assured Anita's father that the committee members will take all the necessary actions after interrogation and scrutinizing the facts and the truth of the incidence. The committee found Ms Anita Kumbhakar to be anxious and nervous. On conversation, it was brought to the light that the anxiousness was due to the conversation with her friend Abdul Amin and her fear of gossips that was being talked about.

The members decided to call on Abdul Amin and interrogated about the incidence. However, Mr Adul Amin was found absent on the day. Since there will be holiday on 18 and 19

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August, 2019, the next meeting was decided to be held on 20th August 2019 for the final

recommendations on the case.



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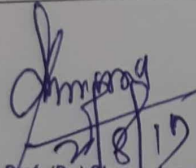
ICC

Dr B. C. Roy College of Pharmacy & AHS, Durgapur
West Bengal, 713206

NOTICE of ICC on 20-08-2019

A meeting of ICC of Dr. B.C Roy College of Pharmacy & AHS is called on (today) 20/8/2019 at 4:00 pm at the Board Room of Dr B. C. Roy College of Pharmacy & AHS. The following members are requested to be present. :

NAMES	DESIGNATION	SIGNATURE
1. Dr Kajal Ghosal	Member	Kajal 20/08/19
2. Dr. Indrani Das Bhattacharya	Member	Indrani 20/8/19
3. Mrs. Mithu Chowdhury	Member	Mithu Chowdhury 20/8/19
4. Mrs. Dipanwita Ghosh	Member	Absent
5. Mr. Shobon Bose	Member	Shobon Bose
6. Mr. Sagar Sengupta	Member	Sagar 20/8
7. Dr. Shyamshree S S Manna	Chairperson	Shyamshree 20/08/2019



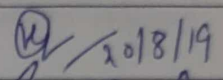
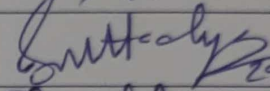
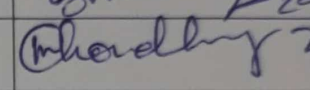
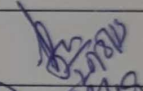
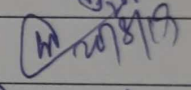
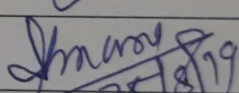
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ICC

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The following committee members were present on 20/8/2019 at 4:00 pm at the Board Room of the Institute for the final decision on the matter.

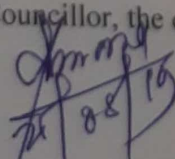
NAMES	DESIGNATION	SIGNATURE
1. Dr Kajal Ghosal	Member	 20/8/19
2. Dr. Indrani Das Bhattacharya	Member	 20/8/19
3. Mrs. Mithu Chowdhury	Member	 20/8/19
4. Mrs. Dipanwita Ghosh	Member	Absent
5. Mr. Shobon Bose	Member	
6. Mr. Sagar Sengupta	Member	 20/8/19
7. Dr. Shyamshree S S Manna	Chairperson	 20/8/19

After conversations with petitioner (Ms Anita Kumbhakar) and the accused (Mr. Souvik Kower), and the witness and others directly or indirectly related to the case. The complaints were found true and following recommendations were made

1. Souvik Kower to be suspended for a week effective from 20th August 2019.
2. Mr Adul Abim of B. Pharmay 1st Year, SectionB, is to be cautioned for not spreading any gossips on the said matter.
3. Decision was intimated to the petitioner.
4. Seeing the increase in the number of such cases and the unavailability of University

Councillor, the committee recommends for deputation of a behavioral councillor

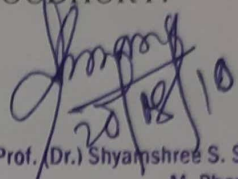
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during the working hours of the college. This could be one of among the members of
ICC. Committee suggests the name of Mrs MITHU CHOUDHURY.



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