

2019-2020

Case 1: Complaints of Dr. Sangita Sanyal, Head, Department of Bengali, The University of Burdwan against Prof. Arindam Chattopadhyay, Professor, Department of Bengali, The University of Burdwan; Prof. Alok Kumar Chakraborty, Professor, Department of Bengali, The University of Burdwan and Prof. Ramen Kumar Sar, Professor, Department of Bengali, The University of Burdwan.

Submission of report by the Internal Complaints Committee (ICC) into the charges labelled against Prof. Arindam Chattopadhyay, Professor, Department of Bengali, The University of Burdwan; Prof. Alok Kumar Chakraborty, Professor, Department of Bengali, The University of Burdwan; and Prof. Ramen Kumar Sar, Professor, Department of Bengali, The University of Burdwan vide communication from Dr. Sangita Sanyal, Head, Department of Bengali, The University of Burdwan dated 01.02.2019 and 05.02.2019 to the University authority and forwarded to the PO, ICC on 14.02.2019. Enquiry proceedings conducted within 30 days i.e. on 19.02.2019.

Dr. Sangita Sanyal had submitted a letter on 01.02.2019 stating a heated argument with three other departmental Professors in the Departmental Committee meeting on 31.01.2019, for which she asked for redressal. Dr. Sanyal had submitted another letter on 05.02.2019 changing her nature of complaint submitted on 01.02.2019 suggesting to place the matter before the ICC.

Action taken Report:

1. ICC enquired the facts with utmost seriousness and sensitivity. ICC also took deposition from three alleged Professors namely Prof. Arindam Chattopadhyay, Professor, Department of Bengali, The University of Burdwan; Prof. Alok Kumar Chakraborty, Professor, Department of Bengali, The University of Burdwan; and Prof. Ramen Kumar Sar, Professor, Department of Bengali, The University of Burdwan, and two other witnesses namely Dr. Srabani Basu, Assistant Professor, Department of Bengali, The University of Burdwan and Mr. Nishikanta Nandi (peon), Department of Bengali, The University of Burdwan to verify the facts.
2. After detailed discussion ICC recommended that "This is a matter of dispute within the Department that assumed serious proportions with the consequent complaints of Dr. Sangita Sanyal. The matter has no connotation of any 'sexual harassment', verbal or physical."
3. The ICC on investigating the complaint made by Dr. Sangita Sanyal was of the opinion that the relevant complaint was not a fit case to be considered under the jurisdiction of ICC. The stated opinion was based on the following reasons.

Section 2(n) of The Sexual Harassment Of Women At Workplace (Prevention, Prohibition and Redressal) Act, 2013 provides 'sexual harassment' includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely: -

- i. Physical contact and advances; or
- ii. A demand or request for sexual favours; or
- iii. Making sexually coloured remarks; or
- iv. Showing pornography; or

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