



राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)
(A Constitutional body under Article 338A of the Constitution of India)

F.No NCST/SER-864/WB/24/2023-RO-BHUV

Dated: - 30.11.2023

To,

1. Shri Manish Jain,
Principal Secretary,
Higher Education Department
Government of West Bengal
Bikash Bhvan , DF Block, Sector-1,
Salt Lake, Kolkata-700091 (West Bengal)
Email:- highereducationwb@gmail.com
Phone:- 033-23211212

2. Prof. Santa Dutta
Vice Chancellor
University of Calcutta
87/1 College Street
Kolkata-700073
Email:- drsantade@yahoo.co.in
Phone:- 033-22410071

Sub:- Representation dated 7th May,2023 of Aparna Kisku Hansda, Assistant Professor & HOD, Department of Computer Science, Syamprasad College, 92, Shyama Prasad Mukherjee Rd. Jatin Das Park, Patuapara, Bhownipore, Kolkata, West Bengal regarding harassment in workplace.

महोदय / महोदया,

I am directed to enclose herewith a copy of the minutes of meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST on 06.11.2023 at 10:30 AM in the National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject for information.

Yours faithfully,

(आर.एस.मिश्र / R.S. Misra)

अनुसंधान अधिकारी / Research Officer

Tel:- 24641640

Copy to :-

Smt. Aparna Kisku Hansda,
HOD, Computer Science Department,
Syamaprasad College,
Kolkata – 700026

Copy for information

1. PS to Hon'ble Member, NCST.
2. NIC, NCST for uploading on the website of the Commission.

National Commission for Scheduled Tribes
(F. No. NCST/ SER-864/WB/24/2023-RO-BHUV)

Minutes of the meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Smt. Aparna Kisku Hansda, Assistant Professor & HOD, Department of Computer Science, Syamaprasad College, Bhownipore, Kolkata, West Bengal, regarding derogatory and insulting remarks by colleagues.

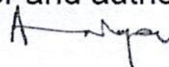
Date of the Meeting: 06/11/2023, 10:30 AM
Participants in the Meeting- As per Annexure

Smt. Aparna Kisku Hansda, Assistant Professor & HOD, Department of Computer Science, Syamaprasad College, Kolkata, West Bengal submitted a representation dated 7th May, 2023 wherein it is stated that she has been subjected to insults and derogatory remarks by some colleagues in the Routine Committee meeting held on 28.03.2023. Due to this incident, she feels insulted and humiliated and it has severely affected her peace of mind.

2. NCST vide notice dated 20.07.2023 had referred the matter to Principal Secretary, Higher Education Department, Govt. of West Bengal, Vice Chancellor, University of Calcutta, West Bengal and President, Syamaprasad College, West Bengal for furnishing the facts and comments within 15 days from the receipt of the notice.

3. In response to NCST Notice, the Vice Principal of the Syamaprasad College submitted a reply dated 31.07.2023. In the said reply, it has been informed that a Fact Finding Committee was constituted and the Committee in its report has found that allegations levelled by the petitioner are false. The reply was forwarded to the petitioner vide Commission's letter dated 09.08.2023 and the petitioner submitted a rejoinder dated 19.08.2023 stating that she was unsatisfied with the reply and sought proper inquiry. The rejoinder was forwarded to President, Syamaprasad College, Kolkata for further comments on 18-09-2023.

4. The Vice Principal of the College vide letter dated 04.10.2023 submitted the reply to the rejoinder of the petitioner. The Commission decided to discuss the issue with Shri Manish Jain, Principal Secretary, Higher Education Department, Govt of West Bengal and Prof. Santa Dutta, Vice Chancellor, University of Calcutta, West Bengal and petitioner on 06.11.2023 at 10:30 AM. This was informed to the petitioner and authority on 19.10.2023.

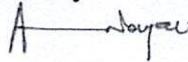


अन्त नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

5. In response to NCST meeting letter dated 19.10.2023, Shri Manish Jain, Principal Secretary to Govt. of West Bengal vide letter dated 01.11.2023 has forwarded the copy of the letter dated 31.07.2023 and requested for exemption from the meeting and nominated Shri Siladitya Basuray (IAS), Sr. Special Secretary, Higher Education Department, Govt. of West Bengal, Dr. Madhumita Manna WBSES, Addl. Director of Public Instructions, West Bengal and Shri Chandan Ghosh, Sr. Law Officer, Higher Education Department, Govt. of West Bengal to appear before the Commission. There was no response from the Vice Chancellor, University of Kolkata.

6. In the meeting, the above mentioned officials were present. The petitioner was not present but her submissions were heard via telephone. She informed that there was heated exchange and insulting language but there was no caste based abuse. The Officials of Higher Education Department contacted the Vice Principal of Syamaprasad College about the present position of the case. The Vice Principal informed that he has counselled the Petitioner as well as the accused officers, and a notice regarding maintenance of official decorum has been issued to all employees on 05-08-2023 and 06-11-2023. A copy of the notice dated 06-11-2023 was made available through e-mail.

7. After discussion with the officials of Higher Education Department, Govt of West Bengal and the Petitioner, the Commission has decided to close the case as no further action is warranted by the Commission.



अनंत नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

Annexure

List of participants of the meeting held on 06.11.2023 at 10:30 AM under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of Smt. Aparna Kisku Hansda, Assistant Professor & HOD, Department of Computer Science, Syamaprasad College, Bhowanipore, Kolkata, West Bengal, regarding derogatory and insulting remarks by colleagues.

I	<u>Higher Education Department, Govt. of West Bengal</u>
1.	Shri Siladitya Basuray (IAS), Sr. Special Secretary ,
2.	Dr. Madhumita Manna WBSES, Addl. Director of Public Instructions,
3.	Shri Chandan Ghosh, Sr. Law Officer, Higher Education Department, Govt. of West Bengal.
II	<u>University of Calcutta</u>
	-
II	<u>Petitioner</u>
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