



Internal Complaints Committee

Minutes of the meeting for the period 2024 - 2025

Ref No: UEM/28.06/ICC – 3

Date: 28th June, 2024

NOTICE

Subject: Meeting of the Internal Complaints Committee (ICC) to be held on 5th July, 2024.

This is to inform all members of ICC committee that a meeting will be held on 5th July 2024 at 4:15 PM in online mode. The presence of all members is highly solicited.

Details of the meeting:

Date: 05.07.2024

Time: 4:15 PM

Agenda:

- 1) Since Ms. Baitali Ganguly, the previous external expert resigned from the committee due to her busy schedule, Mrs. Sarbani Sarkar, a practicing lawyer at Sealdah Court was proposed to be included in the committee as an external expert. All the members agreed to the proposal.
- 2) Mr. Atish Kumar Mondal, B.Tech (CSIT) third year who had filed a complaint stating that he was being defamed and threatened on an unofficial whatsapp group for CSE-CSIT students of UEMK was called to appear before ICC. The defamation was initiated by Mr. Saswata Ghosh, a student of George College, who had somehow gained entry in the mentioned whatsapp group by UEMK students. Mr. Ghosh alleged Mr. Mondal of improper advances towards three female students of UEMK – Ms. Sheerin Sultana (2nd year B.Tech), Ms. Sneha Padma (3rd year B.Tech) and Ms. Riya Mahanty (4th year B.Tech). The three female students were also called for their testimonials.
- 3) While two of the female students Ms. Sultana and Ms. Mahanty gave written testimonials denying all allegations by Mr. Ghosh against Mr. Mondal on the whatsapp group, Ms. Padma strongly accused Mr. Mondal of improper behavior towards her. She accused him of getting involved in vulgar conversations with her. She also acknowledged before the committee that Mr. Ghosh is her friend/acquaintance and was involved in this incident because of her.
- 4) Mr. Mondal denied all allegations by Ms. Padma and sought protection from the hate messages being spread against him by Mr. Ghosh due to instigation by Ms. Padma.
- 5) Both Mr. Mondal and Ms. Padma along with her parents were asked to reappear before the committee on 10th July after the matter was further investigated and discussed by the members.

Other Institutes of the Group

University of Engineering & Management (UEM) Jaipur – 6 Km, from Chomu on Sikar Road (NH-11), Jaipur-303807, Rajasthan Ph. 01423-516102
Institute of Engineering & Management (IEM) – Salt Lake Electronics Complex, Sector-V, Kolkata- 700091, West Bengal Ph. (033) 2357-2969
IEM Public School – GE, 4/A, Sector-III, Salt Lake, Kolkata – 700106, West Bengal (Near Tank No. 12, Behind NIFT Girls' Hostel)



UNIVERSITY OF ENGINEERING AND MANAGEMENT

(Established by Act XXV of 2014 of Govt. of West Bengal & recognized by UGC, Ministry of HRD, Govt. of India)

University Area, Plot No. III-B/5, Main Arterial Road, New Town, Action Area – III, Kolkata - 700160, WB, India

Admission Office: 'ASHRAM', GN-34/2, Salt Lake Electronics Complex, Kolkata - 700091, WB, India

Ph.(Office) : 913323572969

: 913323577649

Admissions : 913323572059

Fax : 913323578302

E-mail : vc@uem.edu.in

Website : www.uem.edu.in

Cc to:

1. Chancellor
2. Vice Chancellor
3. All Deans
4. All HODs
5. Registrar

Member Secretary, ICC, UEMK

Other Institutes of the Group

University of Engineering & Management (UEM) Jaipur – 6 Km, from Chomu on Sikar Road (NH-11), Jaipur-303807, Rajasthan Ph. 01423-516102

Institute of Engineering & Management (IEM) – Salt Lake Electronics Complex, Sector-V. Kolkata- 700091, West Bengal Ph. (033) 2357-2969

IEM Public School – GE, 4/A, Sector-III, Salt Lake, Kolkata – 700106, West Bengal (Near Tank No. 12, Behind NIFT Girls' Hostel)

University of Engineering & Management, Kolkata

Agenda of the Meeting of Internal Complaints Committee

Date: 05.07.2024

The agenda are as follows:

1. Confirmation of the minutes of the previous meeting.
2. Replacement of an external expert in the committee.
3. Resolution of a complaint raised by a third year B.Tech (CSIT) male student studying in UEM Kolkata against a third year B.Tech (CSE) female student of UEM, Kolkata.
4. Discussion on any other issue that may arise.

University of Engineering & Management, Kolkata

Minutes of the meeting of ICC

Date: 05.07.2024

A meeting of Internal Complaints Committee was convened on the above date in presence of following members.

1. Prof. Dr. Susmita Mukherjee
2. Prof. Dr. Sukalyan Goswami
3. Prof. Dr. Ayanita Banerjee
4. Prof. Sangita Dey
5. Prof. Ria Roychoudhury
6. Prof. Shrabana Chattopadhyay
7. Prof. Dr. Shreemoyee Ganguly
8. Ms. Sanjona Bhattacharjee

1) Since Ms. Baitali Ganguly, the previous external expert resigned from the committee due to her busy schedule, Mrs. Sarbani Sarkar, a practicing lawyer at Sealdah Court was proposed to be included in the committee as an external expert. All the members agreed to the proposal.

2) Mr. Atish Kumar Mondal, B.Tech (CSIT) third year who had filed a complaint stating that he was being defamed and threatened on an unofficial whatsapp group for CSE-CSIT students of UEMK was called to appear before ICC. The defamation was initiated by Mr. Saswata Ghosh, a student of George College, who had somehow gained entry in the mentioned whatsapp group by UEMK students. Mr. Ghosh alleged Mr. Mondal of improper advances towards three female students of UEMK – Ms. Sheerin Sultana (2nd year B.Tech), Ms. Sneha Padma (3rd year B.Tech) and Ms. Riya Mahanty (4th year B.Tech). The three female students were also called for their testimonials.

3) While two of the female students Ms. Sultana and Ms. Mahanty gave written testimonials denying all allegations by Mr. Ghosh against Mr. Mondal on the whatsapp group, Ms. Padma strongly accused Mr. Mondal of improper behavior towards her. She accused him of getting involved in vulgar conversations with her. She also acknowledged before the committee that Mr. Ghosh is her friend/acquaintance and was involved in this incident because of her.

4) Mr. Mondal denied all allegations by Ms. Padma and sought protection from the hate messages being spread against him by Mr. Ghosh due to instigation by Ms. Padma.

5) Both Mr. Mondal and Ms. Padma along with her parents were asked to reappear before the committee on 10th July after the matter was further investigated and discussed by the members.

RESULT OF INVESTIGATION

- 1) The committee found that though Mr. Mondal has a frivolous attitude and often gets involved in improper interactions with female students; Ms. Padma had initiated improper and undesirable conversations with him.
- 2) She was the one who gave access to Mr. Saswata Ghosh in the unofficial WhatsApp group by UEMK students and caused the spread of tension and hate messages through it.

RESOLUTION TAKEN

- 1) Mr. Atish Kr. Mondal was asked to refrain himself from frivolous activities and improper behaviour especially towards female students in future. He gave an undertaking regarding the same.
- 2) Ms. Sneha Padma was given a strict warning against the spread of tension against UEMK students by involving external students. She gave an undertaking regarding the same.
- 3) Ms. Padma's parents were requested to refrain their daughter from getting involved in such improper activities in future. She gave an undertaking regarding the same.



UNIVERSITY OF ENGINEERING & MANAGEMENT, KOLKATA

Name of the Committee: Internal Complaints Committee
Venue: UEM, Kolkata Date: 5.7.24

Members Present in the Meeting:

Sl. No.	Name	Signature
1	Dr. Shreemoyee Ganguly	SG
2	Rajiv Ganguly	RJ
3		
4	Susmita Mukherjee	SM
5		
6	SUKALYAN GOSWAMI	SG
7	Dr. Ayanta Banerjee	AB
8		A
9	Shrabana Chattopadhyay	
10		
11		
12		
13	Sangita Das	S.D.
14		SD
15	Ris Roy Choudhury	
16	Sanjona Bhattacharyee	SB
17		

Ref No: UEM/14.06/ICC – 2

Date: 14th June, 2024

NOTICE

Subject: Meeting of the Internal Complaints Committee (ICC) to be held on 20th June, 2024.

This is to inform all members of ICC committee that a meeting will be held on 20th June, 2024 at 4:15 PM in online mode. The presence of all members is highly solicited.

Details of the meeting:

Date: 20.06.2024

Time: 4:15 PM

Agenda:

- 1) The new student representative, Ms. Sanjona Bhattacharjee was introduced to the operations of ICC. She took on the responsibility to be the bridge between students of UEM, Kolkata and ICC.
- 2) The members suggested that since the current external experts were generally unavailable for ICC meetings, so a new legal external expert needs to be incorporated in ICC.
- 3) The e-mail accusations of the complainant student to the registrar, UEMK was done on 30.5.2024. The complaint was forwarded to the Chairperson, ICC. The Chairperson contacted the complainant on 4.6.2024. Follow up telephonic conversation between the Chairperson and the complainant happened between 11th-17th June'2024. As the University had vacations thus the Chairperson assured her as soon as the University reopens actions will be taken based on her complaint.

ACCUSATIONS BY THE COMPLAINANT

Ms. Disha Bhattacharjee, a 2nd year student of a private University accused Mr. Swaraj Karmakar, final year B.Tech student of posting her photograph in a private group (of 140,000 members) on Facebook with a sexually threatening caption.

The ICC members decided unanimously to call the accused student along with his parents the very next day.

STATEMENT OF THE ACCUSED

Mr. Swaraj Karmakar (B.tech, final year) apologised profusely for his actions in front of the committee members.

STATEMENT OF THE PARENTS OF THE ACCUSED

Other Institutes of the Group

University of Engineering & Management (UEM) Jaipur – 6 Km, from Chomu on Sikar Road (NH-11), Jaipur-303807, Rajasthan Ph. 01423-516102
Institute of Engineering & Management (IEM) – Salt Lake Electronics Complex, Sector-V. Kolkata- 700091, West Bengal Ph. (033) 2357-2969
IEM Public School – GE, 4/A, Sector-III, Salt Lake, Kolkata – 700106, West Bengal (Near Tank No. 12, Behind NIFT Girls' Hostel)



UNIVERSITY OF ENGINEERING AND MANAGEMENT

(Established by Act XXV of 2014 of Govt. of West Bengal & recognized by UGC, Ministry of HRD, Govt. of India)

University Area, Plot No. III-B/5, Main Arterial Road, New Town, Action Area – III, Kolkata - 700160, WB, India

Admission Office: 'ASHRAM', GN-34/2, Salt Lake Electronics Complex, Kolkata - 700091, WB, India

Ph.(Office) : 913323572969

: 913323577649

Admissions : 913323572059

Fax : 913323578302

E-mail : vc@uem.edu.in

Website : www.uem.edu.in

The parents of the accused assured the committee that they will look into it that the student does not repeat such actions and behaviour.

Cc to:

1. Chancellor
2. Vice Chancellor
3. All Deans
4. All HODs
5. Registrar

Member Secretary, ICC, UEMK

Other Institutes of the Group

University of Engineering & Management (UEM) Jaipur – 6 Km, from Chomu on Sikar Road (NH-11), Jaipur-303807, Rajasthan Ph. 01423-516102

Institute of Engineering & Management (IEM) – Salt Lake Electronics Complex, Sector-V. Kolkata- 700091, West Bengal Ph. (033) 2357-2969

IEM Public School – GE, 4/A, Sector-III, Salt Lake, Kolkata – 700106, West Bengal (Near Tank No. 12, Behind NIFT Girls' Hostel)

University of Engineering & Management, Kolkata

Agenda of the Meeting of Internal Complaints Committee

Date: 20.06.2024

The agenda are as follows:

1. Confirmation of the minutes of the previous meeting.
2. Introduction and orientation of the new student member to the operations of ICC.
3. Resolution of a complaint raised by a second-year female student from another private University against a final year B.Tech student of UEM, Kolkata.
4. Discussion on any other issue that may arise.

University of Engineering & Management, Kolkata

Minutes of the meeting of ICC

Date: 20.06.2024

A meeting of Internal Complaints Committee was convened on the above date in presence of following members.

- 1) Prof. Dr. Susmita Mukherjee 
- 2) Prof. Dr. K.P. Ghatak
- 3) Prof. Dr. Sukalyan Goswami
- 4) Prof. Dr. Ayanita Banerjee 
- 5) Prof. Ria Roychoudhury
- 6) Prof. Shrabana Chattopadhyay 
- 7) Prof. Dr. Shreemoyee Ganguly 
- 8) Ms. Sanjona Bhattacharjee

- 1) The new student representative, Ms. Sanjona Bhattacharjee was introduced to the operations of ICC. She took on the responsibility to be the bridge between students of UEM, Kolkata and ICC.
- 2) The members suggested that since the current external experts were generally unavailable for ICC meetings, so a new legal external expert needs to be incorporated in ICC.
- 3) The e-mail accusations of the complainant student to the registrar, UEMK was done on 30.5.2024. The complaint was forwarded to the Chairperson, ICC. The Chairperson contacted the complainant on 4.6.2024. Follow up telephonic conversation between the Chairperson and the complainant happened between 11th-17th June'2024. As the University had vacations thus the Chairperson assured her as soon as the University reopens actions will be taken based on her complaint.

ACCUSATIONS BY THE COMPLAINANT

Ms. Disha Bhattacharjee, a 2nd year student of a private University accused Mr. Swaraj Karmakar, final year B.Tech student of posting her photograph in a private group (of 140,000 members) on Facebook with a sexually threatening caption.

The ICC members decided unanimously to call the accused student along with his parents the very next day.

STATEMENT OF THE ACCUSED

Mr. Swaraj Karmakar (B.tech, final year) apologised profusely for his actions in front of the committee members.

STATEMENT OF THE PARENTS OF THE ACCUSED

The parents of the accused assured the committee that they will look into it that the student does not repeat such actions and behaviour.

RESOLUTION TAKEN

- 1) Considering the boy was very apologetic, Mr. Swaraj Karmakar was asked to refrain himself from any such activities.
- 2) He was asked to give an undertaking regarding the same.
- 3) His parents were also asked to give an undertaking assuring the same.
- 4) The apology letters were decided to be sent to the complainant to assure her.

Ref No: UEM/12.02/ICC – 1

Date: 12th February, 2024

NOTICE

Subject: Meeting of the Internal Complaints Committee (ICC) to be held on 23rd February, 2024.

This is to inform all members of ICC committee that a meeting will be held on 25th August, 2024 at 4:15 PM in online mode. The presence of all members is highly solicited.

Details of the meeting:

Date: 23.02.2024

Time: 4:15 PM

Agenda:

1. Confirmation of the minutes of the previous meeting.
2. Resolution of a complaint raised by a second year female CSE(AIML) student against a second year male ECE student regarding harassment.
3. Discussion on any other issue that may arise.

Cc to:

1. Chancellor
2. Vice Chancellor
3. All Deans
4. All HODs
5. Registrar



Member Secretary, ICC, UEMK

Other Institutes of the Group

University of Engineering & Management (UEM) Jaipur – 6 Km, from Chomu on Sikar Road (NH-11), Jaipur-303807, Rajasthan Ph. 01423-516102
Institute of Engineering & Management (IEM) – Salt Lake Electronics Complex, Sector-V. Kolkata- 700091, West Bengal Ph. (033) 2357-2969
IEM Public School – GE, 4/A, Sector-III, Salt Lake, Kolkata – 700106, West Bengal (Near Tank No. 12, Behind NIFT Girls' Hostel)

University of Engineering & Management, Kolkata

Agenda of the Emergency Meeting of Internal Complaints

Committee

Date: 23.02.2024

The agenda are as follows:

1. Confirmation of the minutes of the previous meeting.
2. Resolution of a complaint raised by a second year female CSE(AIML) student against a second year male ECE student regarding harassment.
3. Discussion on any other issue that may arise.

University of Engineering & Management, Kolkata

Minutes of the meeting of ICC

Date: 23.02.2024

A meeting of Internal Complaints Committee was convened on the above date in presence of following members.

1. Prof. Dr. Susmita Mukherjee 
2. Prof. Dr. Rajiv Ganguly 
3. Prof. Dr. Ayanita Banerjee 
4. Prof. Dr. Sonali Paul
5. Prof. Dr. Shreemoyee Ganguly 

The accusations of the complainant student was recorded.

ACCUSATIONS BY THE COMPLAINANT

Ms. Subhalakshmi Sarkar, CSE AIML, 2nd year, accused Mr. Sambuddha Ghoshal, ECE 2nd year of physically harassing her in public.

STATEMENT OF THE ACCUSED

Mr. Sambuddha Ghoshal (ECE) apologised profusely for his actions.

RESOLUTION TAKEN

- 1) Considering the boy was very apologetic, Sambuddha Ghoshal was asked to refrain himself from any such activities.
- 2) He was asked to give an undertaking regarding the same.

Ref No: UEM/02.10/ICC – 4

Date: 2nd October, 2025

NOTICE

Subject: Meeting of the Internal Complaints Committee (ICC) to be held on 14th October ,2025.

This is to inform all members of ICC committee that a meeting will be held on 14th October, 2025 at 4:15 PM in online mode. The presence of all members is highly solicited.

Details of the meeting:

Date: 14.10.2025

Time: 4:15 PM

Agenda:

1. Confirmation of the minutes of the previous meeting.
2. Resolution of a complaint raised by a second year female student from the department of CSE (IOT, CS, BT), UEM, Kolkata against a 3rd year male student from the department of BHM, UEM, Kolkata.
3. Discussion on any other issue that may arise.

Cc to:

1. Chancellor
2. Vice Chancellor
3. All Deans
4. All HODs
5. Registrar



Member Secretary, ICC, UEMK

Other Institutes of the Group

University of Engineering & Management (UEM) Jaipur – 6 Km, from Chomu on Sikar Road (NH-11), Jaipur-303807, Rajasthan Ph. 01423-516102
Institute of Engineering & Management (IEM) – Salt Lake Electronics Complex, Sector-V. Kolkata- 700091, West Bengal Ph. (033) 2357-2969
IEM Public School – GE, 4/A, Sector-III, Salt Lake, Kolkata – 700106, West Bengal (Near Tank No. 12, Behind NIFT Girls' Hostel)

University of Engineering & Management, Kolkata

Agenda of the Meeting of Internal Complaints Committee

Date: 14.10.2025

The agenda are as follows:

1. Confirmation of the minutes of the previous meeting.
2. Resolution of a complaint raised by a second year female student from the department of CSE (IOT, CS, BT), UEM, Kolkata against a 3rd year male student from the department of BHM, UEM, Kolkata.
3. Discussion on any other issue that may arise.

University of Engineering & Management, Kolkata

Minutes of the meeting of ICC

Date: 14.10.2025

A meeting of Internal Complaints Committee was convened on the above date in presence of following members.

Prof. Dr. Susmita Mukherjee

Prof. Dr. Sukalyan Goswami

Prof. Dr. Ayanita Banerjee

Prof. Dr. Sonali Paul

Prof. Shrabana Chattopadhyay

Mrs. Sangita Dey

Prof. Dr. Shreemoyee Ganguly

The head of the department of CSE (IOT, CS, BT) and faculty representative of BHM Mr. Suman Barman were also present.

- 1) A complaint was raised against Mr. Aritra Mustafi, a 3rd year UEMK student belonging to the department of BHM by Miss. Anjanika Paul belonging to the department of CSE (IOT, CS, BT) for threatening her through whatsapp/instagram communication since she did not intend to continue a relation with him. On 14.10.2025 she appeared before the ICC along with her parents. The accused also appeared before the ICC along with his mother on the same day.

ACCUSATIONS BY THE COMPLAINANT

Ms. Anjanika Paul accused Mr. Aritra Mustafi, of threatening her over whatsapp severely since she wanted to discontinue a relation with him.

STATEMENT OF THE ACCUSED

Mr. Aritra Mustafi acknowledged that he was not being able to withdraw himself mentally from the relation he had with Ms. Anjanika Paul which is why he had gone to the extent of threatening her. But he provided proofs substantiating his claim that Ms. Paul was also threatening his family in return. He also apologised profusely for his actions in front of the committee members.

STATEMENT OF THE PARENTS OF THE ACCUSED

The parents of the accused assured the committee that they will look into it that the student does not repeat such actions and behaviour. The parents of the complainant also assured that they will ensure that their daughter does not threaten Mr Mustafi's family and she //abstains herself from any such activities and focuses on her academics in future.

RESOLUTION TAKEN

- 1) Considering the boy was very apologetic, Mr. Aritra Mustafi was asked to refrain himself from any such activities.
- 2) He was asked to give an undertaking regarding the same.
- 3) Ms. Anjanika Paul also gave an undertaking stating that she will not indulge herself in any such activities in future. She also resolved to improve her class attendance and class performance.



UNIVERSITY OF ENGINEERING & MANAGEMENT, KOLKATA

Name of the Committee: Internal Complaints Committee
Venue: UEM, Kolkata Date: 14.10.2025

Members Present in the Meeting:

Sl. No.	Name	Signature
1	Dr. Shreemoyee Ganguly	
2	Dr. Aganita Banerjee	
3	Rajiv Ganguly	
4		
5		
6		
7	SUKALYAN GOSWAMI	
8		
9		
10		
11	Ria Ray Choudhury	
12	Dr. Sonali Paul	
13		
14	Susmita Mukherjee	
15		
16	Sangita Das	
17	Shrabana Chattopadhyay	

Ref No: UEM/19.08/ICC – 3

Date: 19th August, 2025

NOTICE

Subject: Meeting of the Internal Complaints Committee (ICC) to be held on 25th August, 2025.

This is to inform all members of ICC committee that a meeting will be held on 25th August, 2025 at 4:15 PM in online mode. The presence of all members is highly solicited.

Details of the meeting:

Date: 25.08.2025

Time: 4:15 PM

Agenda:

1. Confirmation of the minutes of the previous meeting.
2. Investigation to the complaint raised by a second year female student from the department of CSE (Cyber Security), UEM, Kolkata against her batch mate from the department of CSE(Data Science), UEM, Kolkata.
3. Discussion on any other issue that may arise.

Cc to:

1. Chancellor
2. Vice Chancellor
3. All Deans
4. All HODs
5. Registrar



Member Secretary, ICC, UEMK

Other Institutes of the Group

University of Engineering & Management (UEM) Jaipur – 6 Km, from Chomu on Sikar Road (NH-11), Jaipur-303807, Rajasthan Ph. 01423-516102
Institute of Engineering & Management (IEM) – Salt Lake Electronics Complex, Sector-V. Kolkata- 700091, West Bengal Ph. (033) 2357-2969
IEM Public School – GE, 4/A, Sector-III, Salt Lake, Kolkata – 700106, West Bengal (Near Tank No. 12, Behind NIFT Girls' Hostel)

University of Engineering & Management, Kolkata

Agenda of the Meeting of Internal Complaints Committee

Date: 25.08.2025

The agenda are as follows:

1. Confirmation of the minutes of the previous meeting.
2. Investigation to the complaint raised by a second year female student from the department of CSE (Cyber Security), UEM, Kolkata against her batch mate from the department of CSE(Data Science), UEM, Kolkata.
3. Discussion on any other issue that may arise.

University of Engineering & Management, Kolkata

Minutes of the meeting of ICC

Date: 25.8.2025

A meeting of Internal Complaints Committee was convened on the above date in presence of following members.

Prof. Dr. Susmita Mukherjee

Prof. Dr. Sukalyan Goswami

Prof. Dr. Ayanita Banerjee

Prof. Shrabana Chattopadhyay

Prof. Dr. Shreemoyee Ganguly

- 1) A complaint was raised against Mr. Barshan Naskar, a 2nd year B.Tech student belonging to the department of CSE (Data Science) by Miss. Pallabi Roy belonging to the department of CSE (Cyber Security) for misbehaving with her within the University premises and disturbing her continually over the past few months. Although Miss Roy had lodged her complaint with her HOD, Prof. Maumita Chakraborty on 11.8.2025, the complaint was forwarded to the Chairperson, ICC. As the term examinations were under progress, the Chairperson contacted the complainant on 21.8.2025 and asked her to appear before the committee along with her guardian as soon as possible. On 25.8.2025 she appeared before the ICC along with her parents. The accused also appeared before the ICC along with his mother on the same day.

ACCUSATIONS BY THE COMPLAINANT

Ms. Pallabi Roy accused Mr. Barshan Naskar, of public confrontations, unwanted contact and pressure through third parties and physical intimidation at college entry gate.

STATEMENT OF THE ACCUSED

Mr. Barshan Naskar (B.tech, second year) though initially tried to deny the allegations made by Miss. Roy, on detailed questioning and probing by ICC members accepted his misconduct. He also apologised profusely for his actions in front of the committee members.

STATEMENT OF THE PARENTS OF THE ACCUSED

The mother of the accused assured the committee that she will look into it that the student does not repeat such actions and behaviour.

RESOLUTION TAKEN

- 1) Considering the boy was very apologetic, Mr. Barshan Naskar was asked to refrain himself from any such activities.
- 2) He was asked to give an undertaking regarding the same.
- 3) His mother was also asked to give an undertaking assuring the same.



UNIVERSITY OF ENGINEERING & MANAGEMENT
Good Education. Good Jobs

UNIVERSITY OF ENGINEERING & MANAGEMENT, KOLKATA

Name of the Committee: Internal Complaints Committee
Venue: UEM, Kolkata Date: 25.8.2025

Members Present in the Meeting:

Sl. No.	Name	Signature
1	Dr. Shreenayee Ganguly	SG
2	Dr. Ayarita Banerjee	AB
3	SUKALYAN GOSWAMI	SG
4		
5		
6		
7		
8	Rajiv Ganguly	RJ
9		
10	Susmita Mukherjee	SM
11	Ria Roy Choudhury	RR
12		
13	Shrabana Chattopadhyay	SC
14		
15		
16		
17		

Ref No: UEM/06.08/ICC – 2

Date: 6th August, 2025

NOTICE

Subject: Meeting of the Internal Complaints Committee (ICC) to be held on 12th August, 2025.

This is to inform all members of ICC committee that a meeting will be held on 12th August 2026 at 4:15 PM in online mode. The presence of all members is highly solicited.

Details of the meeting:

Date: 12.08.2025

Time: 4:15 PM

Agenda:

- 1) A complaint was raised against Mr. Md. Abu Raihan Khan, a B.Tech student (3rd year, CSE-AIML) by Prof. Sramana Mukherjee for misbehaving with her during a laboratory class on Software Engineering. The student went to the extent of falling on the faculty's feet and shaking her in front of the entire class. Prof. Mukherjee lodged a complaint against the student with the ICC chairperson and consequently Mr. Khan was called to appear before the ICC along with his guardian.
- 2) Mr. Khan appeared before the ICC along with his father Mr. Md. Abdur Rob Khan and elder sister Miss. Parvin Meherunnesha.
- 3) The meeting took place in the presence of the complainant, Prof. Mukherjee.
- 4) Head of the Department of CSE (AIML), Prof. Sudipta Sahana was also present in the meeting.
- 5) The success of the organized POSH workshop on 30th July 2025 has been discussed.
- 6) It has been decided that one sanitary napkin distribution programme for the girl students of Bira Ballavpur High School will be organized on 17th December 2025.

Cc to:

1. Chancellor
2. Vice Chancellor
3. All Deans
4. All HODs
5. Registrar



Member Secretary, ICC, UEMK

Other Institutes of the Group

University of Engineering & Management (UEM) Jaipur – 6 Km, from Chomu on Sikar Road (NH-11), Jaipur-303807, Rajasthan Ph. 01423-516102
Institute of Engineering & Management (IEM) – Salt Lake Electronics Complex, Sector-V. Kolkata- 700091, West Bengal Ph. (033) 2357-2969
IEM Public School – GE, 4/A, Sector-III, Salt Lake, Kolkata – 700106, West Bengal (Near Tank No. 12, Behind NIFT Girls' Hostel)

University of Engineering & Management, Kolkata

Agenda of the Meeting of Internal Complaints Committee

Date: 12.08.2025

The agenda are as follows:

1. Confirmation of the minutes of the previous meeting.
2. Resolution of a complaint raised by Prof. Sramana Mukherjee [faculty, CSE(AIML)] against a student studying in the department of CSE(AIML) UEM Kolkata .
3. Discussion on any other issue that may arise.
4. Discussion on the POSH workshop held on 30th July 2025 as per the ATR of previous meeting
5. Discussion on organising sanitary napkin distribution among girls students.

University of Engineering & Management, Kolkata

Minutes of the meeting of ICC

Date: 12.8.2025

A meeting of Internal Complaints Committee was convened on the above date in presence of following members.

Prof. Dr. Susmita Mukherjee

Prof. Dr. Shreemoyee Ganguly

Prof. Dr. Sukalyan Goswami

Prof. Dr. Ayanita Banerjee

Prof. Sangita Dey

Prof. Ria Roychoudhury

Prof. Shrabana Chattopadhyay

Prof. Dr. Shreemoyee Ganguly

Ms. Sanjona Bhattacharjee

- 1) A complaint was raised against Mr. Md. Abu Raihan Khan, a B.Tech student (3rd year, CSE-AIML) by Prof. Sramana Mukherjee for misbehaving with her during a laboratory class on Software Engineering. The student went to the extent of falling on the faculty's feet and shaking her in front of the entire class. Prof. Mukherjee lodged a complaint against the student with the ICC chairperson and consequently Mr. Khan was called to appear before the ICC along with his guardian.
- 2) Mr. Khan appeared before the ICC along with his father Mr. Md. Abdur Rob Khan and elder sister Miss. Parvin Meherunnesha.
- 3) The meeting took place in the presence of the complainant, Prof. Mukherjee.
- 4) Head of the Department of CSE (AIML), Prof. Sudipta Sahana was also present in the meeting.
- 5) The success of the organized POSH workshop on 30th July 2025 has been discussed.
- 6) It has been decided that one sanitary napkin distribution programme for the girl students of Bira Ballavpur High School will be organized on 17th December 2025.

RESULT OF INVESTIGATION

- 1) The committee found that the accused, Mr. Khan had indeed grossly misbehaved and insulted Prof. Mukherjee in front of her co-faculty and all her students. Such kind of disrespectful behavior towards a lady faculty was considered to be intolerable by all members of ICC.
- 2) The student has a history of misbehaving with another female faculty of the same department when he was in his second year of B.Tech.

RESOLUTION TAKEN

- 1) Mr. Md. Abu Raihan Khan was asked to refrain himself from improper behaviour especially towards female faculty members in future. He gave an undertaking regarding the same.
- 2) Mr. Khan's elder sister, Miss. Parvin Meherunnesha, who also is his local guardian, was requested to keep a close eye on his activities outside the University campus, especially in the accommodation where he was staying along with his seniors and batch mates.
- 3) Mr. Khan's father was requested to monitor his behaviour from time to time.



UNIVERSITY OF ENGINEERING & MANAGEMENT
Good Education. Good Jobs.

UNIVERSITY OF ENGINEERING & MANAGEMENT, KOLKATA

Name of the Committee: Internal Complaints Committee
Venue: UEM, Kolkata Date: 12.8.2025

Members Present in the Meeting:

Sl. No.	Name	Signature
1	Dra. Shreemoyee Ganguly	sg
2		
3		
4	Rajiv Ganguly.	Rb
5	Shrabana Chattopadhyay	AB
6	Dra. Ayarita Banerjee	AB
7		S. Dey
8	Sangita Dey	Dey
9	Ria Roy Choudhury.	
10		
11		
12	SUKALYAN GOSWAMI	sg
13	Susmita Mukherjee	sg
14	Sanjana Bhattacharjee	sg
15		
16		
17		

Ref No: UEM/07.01/ICC – 1

Date: 7th January, 2025

NOTICE

Subject: Meeting of the Internal Complaints Committee (ICC) to be held on 15th January, 2025.

This is to inform all members of ICC that a meeting will be held on 15th January 2025 at 4:15 PM in online mode. The presence of all members is highly solicited.

Details of the meeting:

Date: 15.01.2025

Time: 4:15 PM

Agenda:

1. Confirmation of the minutes of the previous meeting.
2. Replacement of an external expert in the committee.
3. To investigate the complaint raised by a third year B.Tech (CSIT) male student studying in UEM Kolkata against a third year B.Tech (CSE) female student of UEM, Kolkata.
4. Discussion on any other issue that may arise.

Cc to:

1. Chancellor
2. Vice Chancellor
3. All Deans
4. All HODs
5. Registrar



Member Secretary, ICC, UEMK

Other Institutes of the Group

University of Engineering & Management (UEM) Jaipur – 6 Km, from Chomu on Sikar Road (NH-11), Jaipur-303807, Rajasthan Ph. 01423-516102
Institute of Engineering & Management (IEM) – Salt Lake Electronics Complex, Sector-V. Kolkata- 700091, West Bengal Ph. (033) 2357-2969
IEM Public School – GE, 4/A, Sector-III, Salt Lake, Kolkata – 700106, West Bengal (Near Tank No. 12, Behind NIFT Girls' Hostel)

University of Engineering & Management, Kolkata

Meeting of the Internal Complaints Committee

Date: 15.01. 2025

Agenda:

1. Confirmation of the Minutes of the previous meeting.
2. Welcoming the new external expert, Mrs. Sarbani Sarkar to our committee. She is a practicing lawyer at Sealdah court.
3. Discussing the purpose and principles of our committee with the new external expert.
4. Discussion on any other issues that may arise.
5. Discussion on organizing one mandatory workshop on POSH regulations by external experts.

University of Engineering & Management, Kolkata

Minutes of the meeting of ICC

Date: 15.01.2025

A meeting of Internal Complaints Committee was convened on the above date in presence of following members.

Prof. Dr. Susmita Mukherjee



Prof. Dr. Ayanita Banerjee



Prof. Dr. Sonali Paul



Prof. Dr. Rajiv Ganguly



Prof. Ria Roychowdhury



Mrs. Sarbani Sarkar

Prof. Dr. Shreemoyee Ganguly



- 1) The minutes and the ATR of the previous meeting was confirmed.
- 2) Mrs. Sarbani Sarkar was introduced to the committee. She is a legal expert.

3) We discussed the purpose of the committee with the expert. She appreciated our endeavours and initiatives. She also suggested that we should continue our initiatives to sensitize the young students about gender sensitive issues.

4) It was discussed that workshops on awareness on PCOS, PCOD and lifestyle management by professional counselors need to be organised by ICC to make female students aware about health hazards and proper lifestyle counselling.

Action Taken Report

As per the discussion in the meeting it has been decided that the POSH workshop will be organized on 30th July 2025.