



INSTITUTE OF BUSINESS MANAGEMENT

(Affiliated to Jadavpur University & Approved by AICTE)

THE NATIONAL COUNCIL OF EDUCATION, BENGAL

Jadavpur University Campus

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❖ Internal Complaints Committee (ICC)/ VISHAKA COMMITTEE (Updated)

- It is entitled to initiate an inquiry into the complaint of a sexual harassment incident at the institute
- It can summon witnesses and parties before the committee to give statement
- It can assert its powers and summon evidence to be examined, if it is deemed necessary to do so by the Committee

Once the inquiry is completed and if the Internal Complaint Committee finds the person guilty, it is well within its right to prescribe following actions:

- a) Initiate action against the culprit in accordance with the service rules of the institute.
- b) It can take actions like a warning, community service, withholding promotion, termination, etc.
- c) It can deduct from the salary of respondent as compensation to be paid to aggrieved women.

MEMBERS OF THE INTERNAL COMPLAINT COMMITTEE OF IBM

- Prof. Manidipa Chatterjee , Associate Professor , IBM (Presiding Officer)
- Prof. Barnini Chakraborty, Assistant Professor, IBM (Faculty Representative)
- Prof. Ashish Datta, Assistant Professor, IBM (Faculty Representative)
- Ms. Shakuntala Dey (Staff Member from IBM)
- Ms. Reema Banerjee (Staff Member from IBM)
- Ms. Ahana Das , Student Member (MBA First Year)
- Ms. Debolina Chanda, Student Member (MBA Second year)
- Nilanjana Nag, Student Member (MBA Third Year)
- Prof. Debabrata Ray (Representative from NGO, President of The Voluntary Blood Donors' Association

