



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 of IBM for the Year 2023-24

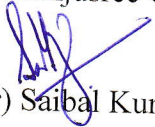
- It is entitled to initiate an inquiry into the complaint of a sexual harassment incident at the institute
- It can summon witnesses and parties before the committee to give statement
- It can assert its powers and summon evidence to be examined, if it is deemed necessary to do so by the Committee

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. Mouli Chowdhury , Assistant Professor, IBM (Faculty Representative)
- Prof Tanusree Das , Assistant Professor, IBM (Faculty Representative)
- Prof. Ashish Datta, Assistant Professor, IBM (Faculty Representative)
- Prof. Sirsha Biswas , Assistant Professor, IBM (Faculty Representative)
- Ms. Debarati Bhattacharya (Staff Member from IBM)
- Ms. Reema Banerjee (Staff Member from IBM)
- Ms. Anushree Mukherjee, Student Member (MBA Third Year)
- Ms. Ankana Roy, Student Member (MBA Second year)
- Ms. Priyadarshini Bhattacharyya (MBA First Year)
- Mrs. Manjusree Guha Majumder (Representative from NGO, Asha Niketan)


Prof. (Dr) Saibal Kumar Mukhopadhyay,
Director
Institute of Business Management

Director
Institute of Business Management