

Minutes of the Emergency BOG meeting of RCC Institute of Information Technology(RCCIIT) held on 08/06/2018

An Emergency meeting of Board of Governors of RCCIIT was held on 08/06/2018 in the Board Room of the Institute from 03.00 P.M. onwards in the Board Room of RCCIIT under the Chairmanship of Dr.Sparshamani Chatterjee, Chairman-BoM & BoG, RCCIIT, Pursuant to the notice issued on 07/06/2018. The following members were able to make themselves available inspite of their busy schedule:

Members present:

<u>Name</u>	<u>Designation in the meeting</u>
1. Dr.S.M.Chatterjee Former Vice-Chancellor, BESU, Shibpur Chairman-BoM & BoG, RCCIIT	Chairman <i>S.M.C. 08/06/18</i>
2. Dr. Prem K. Agarwal Associate Professor & HoD, Law Section, Hooghly Mohsin College	Member <i>P.K.A. 8/6/18</i>
3. Dr.Debasis De, Representative of MAKAUT, W.B	Member <i>D.D. 8/6/18</i>
4. Prof.(Dr.) Ashoke Mondal Professor, EE Dept.	Member <i>Ashoke Mondal 08/06/18</i>
5. Mr.Soumen Mukherjee Assistant Professor, MCA Dept.	Member <i>S.M. 08/06/18</i>
6. Prof.(Dr.)Siddhartha Bhattacharyya Principal-RCCIIT	Member Secretary <i>S.B. 08/06/18</i>

Agenda: Urgent disciplinary issues.

At the onset, Dr.S.M.Chatterjee, Chairman-BoM & BoG, RCCIIT welcomed all the members present and requested the Boards permission to proceed with the business of the emergency meeting. New members Prof.(Dr.)Ashoke Mondal, Professor, EE Dept. And Mr.Soumen Mukherjee, Assistant Professor, Computer Applications Dept. were introduced and leave of absence was granted to absentee members. Since majority of the members were present therefore, Chairman declared quorum and the meeting in order.

S.M.C. 08/06/18 *D.D. 08/06/18* *S.M. 08/06/18* *Ashoke Mondal 08/06/18* *P.K.A. 8/6/18* *D.D. 8/6/18*

Chairman-RCCIIT opened the proceedings and requested Prof.(Dr.) Siddhartha Bhattacharyya, Principal-RCCIIT and Member Secretary-BOG to apprise the members present about the agenda of the emergency meeting.

1. Prof.(Dr.)Siddhartha Bhattacharyya, Principal-RCCIIT and Member Secretary-BOG informed the Board members that the academic environment of the Institute is getting highly vitiated due to a faculty member of the Institute viz., Ms.Sukla Banerjee, Assistant Professor in the Department of Computer Applications and widespread students and staff agitation against her activities including calls for her resignation from the Institute. Moreover, he also reported that Ms.Sukla Banerjee had threatened a few students and their guardians after they had objected to her malevolent behaviour against them. The aggrieved students consequently escalated the matter to the Anti-Ragging helpline of AICTE. Subsequently, AICTE directed the Institute to take urgent action in this regard.
2. Subsequently, to comply with the AICTE directive, the management of the Institute was compelled to remove Ms.Sukla Banerjee from the headship of the Computer Science & Engineering department in order to protect the concerned students from further harassment. The management also decided to prohibit her from giving marks for the particular subject(s) to protect against biased evaluation. Moreover, Ms.Sukla Banerjee was also instructed to submit the attendance and other related documents to the replacement faculty member. Though Ms.Sukla Banerjee finally complied with prejudice the Institute directives after initial refusal, but she has been issuing dissenting and hostile correspondences to the management ever since.
3. Additionally, Mrs.Sukla Banerjee and her associates have been trying to malign the Chairman & Principal of the Institute and had been sending malicious letters to regulatory authorities and external parties. To make the matter worse, Ms.Sukla Banerjee had also filed a complaint of sexual harassment and gender bias against a student of Computer Science & Engineering Department who was one of the aggrieved parties, which infuriated a majority of the student and staff members of the Institute.

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4. In view of the above, students of RCCIIT, faculty and other staff members have been constantly submitting deputations and organizing mass agitation demanding resignation of Ms.Sukla Banerjee or termination of her services. As the management could not afford to allow further deterioration of academic environment within the institute, therefore the management of the Institute was compelled to transfer her to the Department of Computer Applications with the intention of alleviating the matter. Such transfers are part of basic conditions laid down in the appointment letter to the employees of the institute. However instead of accepting the routine transfer Ms.Sukla Banerjee preferred to take legal action, challenging the decisions of the management which further complicated the prevalent situation.
5. Principal, RCCIIT also informed the Board members that Ms.Sukla Banerjee has been regularly visiting her previous department i.e., Department of Computer Science & Engineering, holding meeting with her associates and creating chaos thereof even though she is no longer a part of that department. He also informed that Ms.Sukla Banerjee has refused to take classes in her present department citing the writ petition filed before the Hon'ble Calcutta High Court against the management of the Institute. The members observed that Ms.Sukla Banerjee is intentionally trying to neglect her basic and implied duties as a faculty member without having any directive from the Hon'ble Calcutta High Court in favour of her decision not to take classes. The Board members stated that as there is no court directive regarding the matter till date, the Principal has every right to take disciplinary action against her including restricting her from visiting certain places within the campus. Thus the institute is within its right to showcase her asking her explanation in this matter of clear negligence towards discharging her normal duties as a faculty member within 48 hours from the time of issuance of the notice and also to take proper disciplinary actions (depending on Ms. Banerjee's reply against showcase), as may be deemed fit in accordance with the service rules of the institute.

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6. Considering the series of insubordination and acts of indiscipline carried out by Ms. Sukla Banerjee, (as annexed in *Annexure-I to Annexure-XIV*) continuous and unprecedented agitation and gherao by faculty and students and also the negative repercussion apprehended on the ensuing placement and admission, the Board members decided after further deliberations that the Chairman of the Board may be empowered to take strict disciplinary action against Ms. Sukla Banerjee as may be deemed fit and proper for the ends of justice in accordance with the service rules of the institute without prejudice to Ms.Sukla Banerjee or to the management of RCCIIT, in the interest of the Institute and its stakeholders.

Finally, the members of the G.B. after taking serious cognizance of the allegations against Ms.Sukla Banerjee from the students and staff members took the following unanimous resolutions:

Resolutions:

- A. Resolved that Ms.Sukla Banerjee shall be issued a showcause notice demanding her explanation in the matter of declining to teach subjects in her present department, to be submitted within 48 hours from the issuance of the showcause notice.
- B. Resolved that the Chairman is hereby empowered to take strict disciplinary action immediately against Ms. Sukla Banerjee as may be deemed fit and proper for the ends of justice in accordance with the service rules of the institute

There being only a single point agenda of the emergency meeting and no further issues to be discussed, the meeting ended with vote of thanks to the Chair.

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