

(FORMERLY TECHNO INDIA BATANAGAR)

B7-360 / New Ward No. 30, Maheshtala, Kolkata-700 141

Contact : +91-33-2490 5050/0059/0011, Fax : +91-33-2490 0002

Website : www.tib.edu.in | Email : tib@tib.edu.in

Ref. No.: TIB/ OFFICE ORDER /2025/19

Date: 11th March, 2025

OFFICE ORDER

As per the All India Council for Technical Education Regulations, 2016 IC has been re-constituted for General Sensitization, prevention Prohibition of and Sexual Harassment of Women Employees and Students and Redressal of Grievances, an “**ICC - Women’s Grievance Redressal Cell**” for the Academic year 2025-2026 is being formed w.e.f. 15.03.2025 to address the safety and security of the girl students and Female Staff Members of the Institute.

Chairperson:

Name	Designation	Contact
Ms. Sujaya Bit	Assistant Professor – BSH	Email ID: sujaya.bit@tib.edu.in Mobile: 8777654100

Member Secretary:

Name	Designation	Contact
Dr. Sananda Jana	Assistant Professor – BSH	Email ID: sananda.jana@tib.edu.in Mobile: 9433395033

Members:

Name	Designation	Contact
Ms. Salini Bose	Assistant Professor – ECE	Email ID: salini.bose@tib.edu.in Mobile: 8777498093
Ms. Swarnali Goswami	Technical Assistant – CSE	Email ID: swarnali.goswami@tib.edu.in Mobile: 7430897652
Ms. Sayanti Paul	Technical Assistant – EE	Email ID: sayanti.paul@tib.edu.in Mobile: 8013661638
Ms. Sharmistha Kundu	Lecturer – CE	Email ID: sharmistha.kundu@tib.edu.in Mobile: 7003750788
Ms. Piya Sanyal	Office Assistant – Back Office and Counselling	Email ID: piya.sanyal@tib.edu.in Mobile: 8240241724



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A Unit of Techno India Group

Roles & Responsibilities:

- Provide assistance if an employee or a student chooses to file a complaint with the police.
- Provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence.
- Protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender.
- Ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment.
- Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

The notification regarding the formation, functions and policies of "ICC - Women's Grievance Redressal Cell" should be put up in the Institute website and all members of the Faculty along with the respective HODs/TICs will be responsible for wide circulation among the students regarding the functions of the cell.


Dr. Ashok Kumar Naskar
Principal-In-Charge

Techno International Batanagar

PRINCIPAL-IN-CHARGE
TECHNO INTERNATIONAL BATANAGAR
MAHESHTALA, KOLKATA- 700 141

