

Following the guidelines issued by the Hon'ble Supreme Court Judgement dated 13th August, 1997 (Vishakha guidelines) on the subject of sexual harassment of women in the workplace, VECC has constituted a Complaint Committee for considering complaints of sexual harassment of women working at VECC.



Government of India
Department of Atomic Energy
Variable Energy Cyclotron Centre

1/AF, Bidhan Nagar,
Kolkata – 700064

No. VECC/DIR/Complaints Comm./2026(188)/ 292

March 9, 2026

OFFICE ORDER No. 06 - 2026

Sub : Complaints Committee, VECC

In suppression of the Office Order No. VECC/Admn./GA/1929 dated November 18, 2022, the Complaints Committee, VECC, comprising of the following Officers is reconstituted:

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|---|-----|--------------------|
| 1. Dr. Sarmishtha Bhattacharyya, SO(H) | --- | Chairperson |
| 2. Dr. Gayathri N. Banerjee, SO(H) | --- | Member |
| 3. Dr. Gargi Chaudhuri, SO(H) | --- | Member |
| 4. Shri Samit Bandyopadhyay, SO(H) | --- | Member |
| 5. Smt. Sudeshna Seth, SO(G) | --- | Member |
| 6. Smt. Luna Barua, SO(G) | --- | Member |
| 7. Shri Joydeep Misra, SO(F) | --- | Member |
| 8. Dr. Sandeep S. Ghugre,
Centre Director, UGC-DAE, CSR, Kolkata | --- | Third Party Member |
| 9. Professor Nayana Majumdar,
Senior Professor, SINP, Kolkata | --- | Third Party Member |

Dr. Gayathri N. Banerjee and Shri Samit Bandyopadhyay would function as the Complaint Officers of the Committee. Complaints may be directly lodged with the Complaints Officers, who are authorized to resolve the complaints without referring to the Committee. Unresolved issues may be referred to the Committee for its decision.

The Cell can co-opt. members as and when required and will also act as the Complaints Committee to enquire into the complaints of sexual harassment of women, if any, in VECC.

Decisions taken by the Committee without the presence of the Third Party Member shall not be honoured.


69/03/2026
(Vaishali Naik)
Director

E-CIRCULATION TO:
Chairperson & all members of the Committee

Copy to :

1. All Heads of Groups, VECC



भारत सरकार
परमाणु ऊर्जा विभाग
परिवर्ती ऊर्जा साइकलोट्रॉन केंद्र

1/ए.एफ., बिधान नगर

कोलकाता - 700064

मार्च 09, 2026

सं. वीईसीसी/डीआईआर/शिकायत समिति/2026(188)/ 292

कार्यालय आदेश संख्या 06 - 2026

विषय : शिकायत समिति, वीईसीसी

दिनांक 18 नवंबर, 2022 के कार्यालय आदेश संख्या VECC/Admn./GA/1929 का अधिक्रमण करते हुए, निम्नलिखित अधिकारियों से युक्त वीईसीसी की शिकायत समिति का निम्नानुसार पुनर्गठित की जाती है:

- | | | |
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| 1. डॉ. शर्मिष्ठा भट्टाचार्य, वैज्ञानिक अधिकारी (एच) | --- | अध्यक्ष |
| 2. डॉ. गायत्री एन. बनर्जी, वैज्ञानिक अधिकारी (एच) | --- | सदस्य |
| 3. डॉ. गार्गी चौधरी, वैज्ञानिक अधिकारी (एच) | --- | सदस्य |
| 4. श्री समित बंदोपाध्याय, वैज्ञानिक अधिकारी (एच) | --- | सदस्य |
| 5. श्रीमती सुदेशना सेठ, वैज्ञानिक अधिकारी (जी) | --- | सदस्य |
| 6. श्रीमती लूना बरुआ, वैज्ञानिक अधिकारी (जी) | --- | सदस्य |
| 7. श्री जयदीप मिश्रा, वैज्ञानिक अधिकारी (एफ) | --- | सदस्य |
| 8. डॉ. संदीप एस. घुगरे,
केंद्र निदेशक, यू.जी.सी.-डी.ए.ई., सीएसआर, कोलकाता | --- | तृतीय पक्ष सदस्य |
| 9. प्रोफेसर नयना मजूमदार,
वरिष्ठ प्रोफेसर, एस.आई.एन.पी., कोलकाता | --- | तृतीय पक्ष सदस्य |

डॉ. गायत्री एन. बनर्जी और श्री समित बंदोपाध्याय समिति के शिकायत अधिकारी के रूप में कार्य करेंगे। शिकायत अधिकारियों के पास शिकायतें सीधे दर्ज किया जा सकता है, जो समिति के पास बिना भेजे ही शिकायतों के निपटान हेतु प्राधिकृत हैं। अनिर्णीत मुद्दों को समिति को उनके निर्णय हेतु भेजा जा सकता है।

यह प्रकोष्ठ आवश्यकतानुसार सदस्यों को सहयोजित कर सकती है तथा वीईसीसी में महिलाओं के यौन उत्पीड़न की शिकायतों, यदि कोई हो, की जांच करने के लिए शिकायत समिति के रूप में भी कार्य करेगी।

तीसरे पक्ष सदस्य की उपस्थिति के बिना समिति द्वारा दिए गए निर्णय पर बिचार नहीं किया जायगा।

वैशाली नाईक
09/03/2026
(वैशाली नाईक)
निदेशक

ई-परिचालनार्थ:
अध्यक्ष और समिति के सभी सदस्य

प्रतिलिपि सूचनार्थ : सभी वर्गों के प्रमुख, वीईसीसी

Complaints Committee at VECC

Dr. Sarmishtha Bhattacharyya, VECC 	Chairperson (Ph: 2214)
Dr. Gayathri N. Banerjee, VECC 	Member and Complaint officer, (Ph 2316)
Shri Samit Bandyopadhyay, VECC 	Member and Complaint officer (Ph: 4143)
Dr. Gargi Chaudhuri, VECC 	Member (Ph: 2310)

Smt. Sudeshna Seth, VECC 	Member (Ph: 3196)
Shri Joydeep Misra, VECC 	Member (Ph: 3191)
Smt. Luna Barua, BRIT, Kolkata 	Member (Ph: 033-24320377 Extn:5115)
Dr. Sandeep S. Ghugre Centre Director, UGC-DAE CSR, Kolkata	Third party member (or External Member)
Prof. Nayana Majumdar Senior Professor, SINP, Kolkata	Third party member (or External Member)

Activities and the role of the internal Complaints Committee of VECC

- The Committee organizes regular awareness programmes for all women working at VECC. As per the provisions of the Act, this includes regular women employees, female PhD students and Post-Doctoral Fellows, as well as women engaged at VECC on a contractual basis.
- In the event of any incident of sexual harassment or receipt of a complaint, the Committee convenes an urgent meeting and initiates the necessary action for carrying out the investigation in accordance with the prescribed procedure.
- Annual seminars and awareness programmes are organized for the benefit of women working at VECC, focusing on issues related to their physical and mental well-being. Eminent personalities are invited to deliver lectures and conduct interactive sessions on various issues of relevance to working women.

In case of sexual harassment:

- **When to make a complaint:**

As per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013, in case the aggrieved woman is unable to make a complaint on account of her physical incapacity, a complaint may be made on her behalf by her relative or friend or her co-worker or any person who has knowledge of the incident, with the written consent of the aggrieved woman.

- **To whom to complain:**

A complaint of sexual harassment may be made to the designated Complaint Officer(s), the Chairperson of the Internal Complaints Committee (ICC), or any member of the ICC.

- **Stipulated time to make the complaint:**

As per the Act, the aggrieved woman may make a written complaint of sexual harassment to the ICC within three months from the date of the incident. In case of a series of incidents, the complaint may be made within three months from the date of the last incident. The ICC may, for reasons to be recorded in writing, extend this period by a further period of up to three months, if it is satisfied that circumstances prevented the woman from making the complaint within the stipulated period.