



Ref. No.: TSMC/2026/07/06/ICC-04

Date.: 06/07/2026

**OFFICE ORDER****Reconstitution of Internal Complaints Committee (ICC)**

In continuation of the earlier Office Orders and in pursuance of the provisions of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act)**, and as resolved in the meeting of the Internal Complaints Committee (ICC) held on **02/06/2026**, the **Internal Complaints Committee (ICC)** of **Tripura Santiniketan Medical College & Hospital** is hereby reconstituted with immediate effect.

Internal Complaints Committee (ICC)

Sl.	Name	Designation	Role in Committee
1	Prof. (Dr.) Ranjit Kumar Das	Principal	Chairperson
2	Prof. (Dr.) Tanuja Bhattacharya	Prof. & HoD, Microbiology	Presiding Officer
3	Mr. Malay Pit	President, TSMC&H	Management Representative
4	Prof. (Dr.) Akhtaruzzaman	Prof. & HoD, Anatomy	Member
5	Prof. (Dr.) Sankari Roy	Prof. & HoD, Anaesthesiology	Member Secretary
6	Dr. Sneha Debbarma	Assist. Prof., Pathology	Member
7	Ms. Chandramika Deb	Clinical Psychologist	Member
8	Dr. Shambhabi Chakraborty	Assist. Prof., Microbiology & Girls' Hostel Warden	Member
9	Dr. Prabal Das	Assist. Prof., FMT & Boys' Hostel Warden	Member
10	Mr. Devanand Priyadarshi	HR Head	Member
11	Dr. Biswendu Bhattacharjee	Legal Advisor	External Member
12	Ms. Jharna Das	Local NGO Representative	External Member
13	Ms. Jumanee Barman	MBBS Student	Student Member
14	Ms. Ashlesha Sinha	MBBS Student	Student Member

Functions of the Committee

The Internal Complaints Committee shall:

1. Receive complaints of sexual harassment at the workplace in accordance with the provisions of the POSH Act, 2013.
2. Conduct fair, impartial, and confidential inquiries into complaints received.
3. Recommend appropriate action to the Competent Authority based on the findings of the inquiry.
4. Ensure timely redressal of complaints while maintaining complete confidentiality.
5. Organize awareness, orientation, and sensitization programmes on prevention of sexual harassment for students, faculty members, and staff.
6. Promote a safe, secure, inclusive, and gender-sensitive working and learning environment within the institution.
7. Advise the institution on measures for effective implementation of the provisions of the POSH Act, 2013.

The Committee shall function in strict compliance with the provisions of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, ensuring confidentiality, transparency, impartiality, and timely disposal of complaints.

This Office Order shall come into force with immediate effect and shall supersede all previous orders issued in this regard.

Sd/-
Prof. (Dr.) Ranjit Kumar Das
Principal, TSMC&H

PRINCIPAL

TRIPURA SANTINIKETAN MEDICAL COLLEGE & HOSPITAL

Copy to:

1. President
2. MSVP
3. All Dept HoDs
4. All ICC Members
5. Office File

