



শ্রদ্ধালু সভাপতি নাম

**SIVANATH SASTRI COLLEGE**  
 (Formerly City College Com. Dept. South Kolkata (Morning)  
 [City College South Kolkata Women's Branch]  
 [Accredited by NAAC]

23/49, Gariahat Road, Kolkata-700029  
 Email : sivanathsastricollege@yahoo.in  
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Ref.No.: 57/SNSC/2024-2025

To  
 Shri. Binod Kumar  
 Principal Secretary,  
 Higher Education Department  
 Bikash Bhavan,  
 Kolkata-700091

Ref:- Suspension of Smt. Nivedita Das, substantive teacher in the department of History

As per Letter No:- GRC-HED/02(10)/24 dated 29<sup>th</sup> August, 2024, the details of all suspended officials and staff may accordingly be tabulated as per format given below:-

| Name of the Suspended Employee | Name of the Office / Institution with address                         | Suspended from            | Reason for suspension  | Any other details   |
|--------------------------------|---|---------------------------|--|---|
| SMT. NIVEDITA DAS              | SIVANATH SASTRI COLLEGE<br>23/49,<br>GARIAHAT ROAD,<br>KOLKATA-700029 | 01 <sup>st</sup> MAY,2022 | 1. Letter No.69/SNSC/2023-2024 dated 29 <sup>th</sup> September,2023<br>2. Letter No.28/SNSC/2024-2025 dated 02 <sup>nd</sup> July,2024<br><br>(Letter Enclosed) | 1. Report of Disciplinary Committee.<br>2. Extract of Governing Body Meeting No:- 32/SNSC/2024-2025 with Agenda No.23 |

Date-05-09-2024



*Runa Biswas*  
 (DR.RUNA BISWAS)  
 PRINCIPAL  
 SIVANATH SASTRI COLLEGE  
 Principal  
 Sivanath Sastri College

Enclo:-

1. Letter No.69/SNSC/2023-2024.
2. Letter No.28/SNSC/2024-2025.
3. Report of Disciplinary Committee.
4. Extract of Governing Meeting.



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Letter No. 69/SNSC/2023-24

Date : 29/09/23

To  
The Directorate of Public Instruction  
Higher Education Department  
Government of West Bengal  
Bikash Bhawan, Salt Lake  
Kolkata-700091



**Subject : Suspension of Smt. Nivedita Das Assistant Professor in History**

Respected Madam,

In reference to our former letter no. 26/SNSC/2023-24 dated 26<sup>th</sup> May, 2023, we are hereby submitting the present status of Smt. Nivedita Das, Assistant Professor in History.

We have already submitted the ICC Report to all the relevant offices.

Smt. Nivedita Das was informed to attend the first Disciplinary (procedure) Committee Meeting on 26th July, 2023. In her reply she demanded a meeting with Video Conferencing. The Enquiring Authority informed that the 1<sup>st</sup> Meeting cannot be held through Video Conferencing. Furthermore the Committee asked her to suggest three dates within 1<sup>st</sup> August, 2023 to 10<sup>th</sup> August, 2023 to appear physically before the Committee to which she did not respond.

Until the further meeting the Governing Body vide resolution no. 29/SNSC/2023-24 dated 25.08.2023 has decided to continue her suspension until the procedure is completed. She has not been confirmed in her service till date vide Governing Body Resolution No. 02/SNSC/2018-19 dated 18<sup>th</sup> August, 2018.

She received her HRA till 2018. Then she refused to submit her HRA declaration hence her HRA could not be claimed.

Her arrear bill is pending . We had claimed her arrear bill but she refused to pay back the College advances amounting to Rs. 4,20,000/- claiming that the amount was given to her as salary. We had given her several reminders and had sent her the format of Subsistence Certificate to process her claims to which she refused to give non-employment Notarized Certificate.

Yours' truly

Dr. Runa Biswas  
Principal  
Sivanath Sastri College

Principal  
Sivanath Sastri College





Letter No. 28 /SNSC/2024-25

Date : 02/07/24

To  
 The Director of Public Instruction  
 Education Directorate  
 Higher Education  
 Bikash Bhawan  
 Salt Lake City  
 Kolkata – 700091



Respected Madam/ Sir

I am writing this letter to seek your kind and urgent advice on the following matter and I sincerely hope to receive a favourable response from you.

Sivanath Sastri College has duly given appointment to Smt. Nivedita Das in the post of Assistant Professor in the Department of History on 2.5.2017 out of a panel sent by West Bengal College Service Commission. Ever since her joining in this College she has been consistently violating all service norms and rules and has been creating major obstacles in the smooth functioning of her department and the College as a whole. The following are the cases of some of her disruptive behaviour.

1. She has consistently refused to examine the answer scripts of University examinations (show cause by Senate House through letter No. R/ 492/19 dated 19.11.2019 ) and misbehaved with College and University officials when she was reminded about her professional obligations.
2. She had refused to submit vital documents required for pay fixation and unnecessarily caused delay in the whole process and afterward had blamed the College officials about 'purposeful delay'. She even visited your office and misbehaved with senior officials of the Higher Education Department, Government of West Bengal.
3. She wrote numerous letters to senior constitutional functionaries, UGC, National Commission of Women raising baseless and unfounded allegations against the Governing Body of the College, Principal, senior faculty members and College office staff. The innuendoes and maliceful allegations she raised seriously tarnished the image of the College in public domain. But she had never shown any inclination to fulfil her professional obligations.
4. Senior faculty members, students, Teachers Council, Head of the Department and College Non-Teaching Staff had submitted written complaints against her offensive behaviour.
5. The Senate House of the University of Calcutta through Letter No. CE/ADM/25/19/05 advised the College Governing Body to take disciplinary measures against her for non-cooperation to perform examination related work which are mandatory.
6. In view of her acts of indiscipline the College Governing Body had passed a resolution on 07.03.2019 not to confirm her service after completion of one year in service through Meeting No. 03E/SNSC/2018-19. She further refused to pay back to the College Rs.4,20,000/- (Four lakhs Twenty Thousands Rupees Only) which the College gave her as Salary Advance vide Governing Body Resolution No. 02/SNSC/2018-19 dated 18.08.2018 against a monthly salary of Rs.35,000/- .

7. Confronted by her disruptive behaviour the Governing Body in its meeting dated 27.04.2019 vide G. B. Resolution no. 04/SNSC/2018-19 of the College had appointed a Fact-Finding Committee to look into the matter. The Committee met on 22.02.2021, 06.03.2021, 06.09.2021, 12.02.2022. Despite multiple summons she had refused to appear before the said Committee raising counter-allegations and questioned the propriety of the Committee. Whenever I wrote her any letter she shot back with lengthy abusive letters and their copies were sent to public domains. Based on the report of the Fact Finding Committee the Governing Body unanimously resolved to suspend her from the service and the suspension was extended further vide Governing Body Resolution No. 18/SNSC/2021-22 dated 26.03.2022 and G. B. Resolution No. 24/SNSC/2023-24 dated 01.05.2023.
8. She had raised allegations of sexual harassment against several male colleague for which the ICC convened meeting on the recommendations of the NCW Letter No. 8/7926/2023/NCW/RS/AM dated 21/04/2023 and 07/02/2024 to probe the authenticity of her allegations. She refused to testify before the ICC despite multiple summons. The report of the findings of the ICC were duly sent to the designated authorities.
9. The Governing Body had formed a Disciplinary Committee and had appointed Dr. Nabanita Chakrabarti, Principal of Heramba Chandra College and College Representative and Senior Faculty Member Dr. Sipra Roy as Committee Members. The Disciplinary Committee had concluded that Smt. Nivedita Das had exhibited a behaviour which is unbecoming of a teacher and hence recommended that Governing Body should take strong action against her.
10. The Governing Body in its meeting held on 22.03.2024 is of the opinion that Smt. Nivedita Das, have destroyed the academic and administrative ambience of the College. Her further joining in the institution may again hamper the normal functioning of the College. The Governing Body hence directed the Principal to send all relevant papers to the Directorate of Public Instruction for advice and directives.

Thanking You,

Yours' sincerely



*Runa Biswas*  
Dr. Runa Biswas  
Principal  
Sivanath Sastri College

Principal  
Sivanath Sastri College

Enclosures :

1. Letter from Senate House a) CE/ADM/25/19/05 dated 25<sup>th</sup> February, 2019  
b) R/ 492/19 dated 19.11.2019
2. G. B. Resolution No. 03E/SNSC/2018-19 dated 07.03.2019
3. G. B. Resolution No. 04/SNSC/2018-19 dated 27.04.2019
4. Letter to Smt. Nivedita Das dated 10.12.2019
5. G. B. Resolution No. 02/SNSC/2018-19 dated 18.08.2018 regarding Salary advance
6. Report of the Fact Finding committee

7. G. B. resolution No. 18/ SNSC/2021-22 dated 26.03.2022 and 24/SNSC/ 2023-24 dated 01.05.2023 regarding suspension.

8. Letter from NCW No. 8/7926/2023/NCW/RS/AM dated 21/04/2023 and 07/02/2024

9. Report of ICC

10. Report from Disciplinary Committee

11. G. B. Resolution Dated 22,04.2024

## **Report of Disciplinary Committee**

I, Dr. Nabanita Chakrabarti, accepted the request from Sivanath Sastri College to act as the Presiding Officer of the Disciplinary Committee on May 3rd, 2023. The Disciplinary Committee held its first meeting with the Principal of Sivanath Sastri College on May 6th, 2023, to gather initial information. On June 16th, 2023, the Committee received all documents related to Smt. Nivedita Das, Assistant Professor in the History Department at Sivanath Sastri College. The Committee scheduled a meeting for Smt. Nivedita Das to appear before it on July 26th, 2023, at 3 p.m. However, she failed to appear on that day. On July 31st, 2023, the Disciplinary Committee again requested her presence. She responded via email the same day, stating her unwillingness to appear before the committee. Additionally, on December 13th, 2023, she was once again summoned to appear before the Disciplinary Committee. However, as before, she did not appear, and in an email on the same day, she explained her reasons for not attending, citing fear of verbal and physical abuse by the committee, particularly by Dr. Nabanita Chakravarti.

The Disciplinary Committee arranged a meeting to inquire with thirteen teaching and three non-teaching staff members, as well as the Principal of Sivanath Sastri College, regarding the allegations made by Smt. Nivedita Das. During the inquiry on August 23rd, 2023, all the teachers implicated by Ms. Das denied the allegations against them and, in turn, made allegations against her.

Teachers from the Department of History mentioned her lack of cooperation since joining the department, including her refusal to evaluate answer scripts, upload marks, and share OTPs for mark uploading. Dr. Mousumi Bandapadhyay, HOD, resigned due to continuous humiliation and insult from Ms. Das, citing instances where Ms. Das failed to collect allotted answer scripts for evaluation, leaving them openly on the staff room table before leaving the college. Dr. Mrityunjay Pal refuted baseless allegations against him regarding salary account opening and questioned the accuracy of allegations concerning his qualifications and appointment. Prof. Arita Majumder recounted instances of Ms. Das's non-compliance, including failure to upload internal marks and incomplete spot evaluations of university papers.

**Dr. Bipra Roy reported being insulted by Ms. Das's behaviour and cited instances of rude conduct towards herself and the Principal of the College.** Dr. Roy highlighted false allegations made by Ms. Das against various staff members, including accusations of financial misconduct and inappropriate behaviour. She accused the Bursar, Dr. Dipankar Bhattacharya of mishandling the college fund and wrong calculation of her salary. She also alleged that Dr. Bhattacharyay's conversation with the young lady teachers included some sexual colours. Dr. Bhattachaya was so insulted that he found it uncomfortable to remain in the staff room thereafter. In summary, the staff expressed discomfort with Ms. Das's presence, indicating an unwillingness to share space with her due to fear of false accusations.

The Principal, Dr. Runa Biswas, appeared before the Disciplinary Committee on August 23rd, 2023, with numerous complaints against Ms. Nivedita Das:

1. Ms. Das joined the college in 2017 and immediately initiated correspondence with UGC regarding her pay scale, resulting in embarrassment for the college. She continued to make baseless allegations against the college, copying various higher authorities, including the offices of the Governor, Prime Minister, and President of India, causing significant reputational damage.
2. Ms. Das received an advance on her salary from the college fund before receiving official confirmation from the DPI. She mistakenly considered this advance her full salary and alleged that the college was withholding part of her salary, which she claimed was being distributed among the Principal, Bursar, and Head Clerk. She refused to repay the advance or submit necessary documentation, leading to delays in disbursing her salary. To date, she has not repaid the advance of 3.5 lakhs rupees or submitted required documents such as non-employment declarations, HRA declarations, or tax deduction information.
3. Ms. Das made unfounded accusations without evidence, including claims that Dr. Mrityunjoy Pal intended to open a joint bank account with her to embezzle her salary and that the Principal requested her Aadhar Card for a gas connection. She accused the college of accepting bribes for appointments and admissions, insinuating collusion between the Principal and others. She portrayed herself as a victim of harassment at every turn.
4. Ms. Das consistently refused to evaluate university answer scripts, initially prompting departmental colleagues to assist her by evaluating the scripts assigned to her. Later on, they also refused due to her behaviour. Ultimately, the Principal had to submit ungraded scripts to the university, resulting in additional hardship. Ms. Das also failed to conduct classes during the COVID-19 pandemic, claiming the college did not provide the necessary technology support like a smartphone or laptop, further disrupting educational activities.

After reviewing statements, documents, and emails, the Disciplinary Committee concluded that Ms. Nivedita Das exhibited significant inconsistencies in behaviour and demonstrated a persistent disregard for disciplinary norms, rendering her unsuitable for a teaching position. The majority of college staff expressed an unwillingness to work alongside Ms. Das. Consequently, the Committee recommended strong action, noting that her prolonged suspension deprived the college of a valuable staff member.

  
(Dr. Nabanita Chakrabarti) 21. 3. 24  
Presiding Officer  
Disciplinary Committee



श्रद्धावान् लभते ज्ञानम्

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G. B. Meeting No. 32/SNSC/2024-25  
Date : 22.03.2024

**Extract of the Resolution taken in the Governing Body Meeting held on 22.03.2024.**

***Agenda 23: Disciplinary Committee regarding Smt Nivedita Das, Assistant Professor in the Department of History***

The Disciplinary Committee submitted a report regarding Smt Nivedita Das, Assistant Professor in the Department of History stating the allegations against her. It was also reported that Smt. Das did not appear before the Disciplinary Committee thrice. The Committee recommended strong action to be taken against Smt. Nivedita Das as her conduct is unsuitable for a teaching profession.

Considering all the allegations against Smt Nivedita Das, Assistant Professor in History, which has been destroying the academic environment of the college, the Governing Body suggested to take legal advice from the Department of Higher Education.

Sd/-

Dr. Siuli Sarkar

President

Governing Body

Sivanath Sastri College

Sd/-

Dr. Runa Biswas

Secretary & Principal

Governing Body

Sivanath Sastri College

**ATTESTED**

*Runa Biswas*  
Principal  
Sivanath Sastri College