TRIPURA HUMAN RIGHTS COMMISSION
KUNJABAN: AGARTALA
Complaint No. 91 of 2024
(Complaint of Smt. Haimanti Basak)
ORDER SHEET

SL. No.	Date	Order	Note
08	22/05/2025	Received a communication dated 19.05.2025 from the Rural Development Department, Govt. of Tripura, which was signed by Mrs. Kuntal Das, Addl. Secretary to the Govt. of Tripura on 16.05.2025. Perused the same. As per that communication, the accused, Sri Subendu Dasgupta, Head Assistant has been cautioned for his misconduct, where he committed sexual harassment of the complainant Smt. Haimanti Basak, LDC during office hours. But there was no mention in that report that the said caution was given pursuant to guilty findings of said Subendu Das by the Internal Complaint Committee of the Department on 23.12.2024. That report also shows that Sri Subendu Dasgupta, Head Assistant is simply cautioned for his mis-conduct and given him an instruction to seek apology from the complainant immediately. The Internal Complaint Committee after hearing both the complainant and the accused Sri Subendu Dasgupta observed that on 5th November 2024, while the complainant was on leave for some official report, Mr. Subendu Das call the complainant Smt. Haimanti Basak, but she didn't picked up the call. Again on 6th November,2024 the complainant was called at 12:15 PM while also she didn't received the call. Latter on 12:16 PM she call him back, then it is	

		alleged that he roughly scolded her by using abusive languages like " Tumi ki jano, tumi officer poisai chhele boro kortacho?, "sob somoi chheleke stepney hisabe use koro office theke subida powar jonya?", Atur lengra jonmo diya tomi bali chhuti bhug korta chho," He further threatened her saying "ebar tumar bodli ke atkai dekhe dimo?" The allegation made by the complainant is not tenable and all the allegations have been denied by the witnesses. No relevant evidence in favour of the complainant was found. The complaint produced certain inappropriate chats & links of videos those were sent by the alleged accused officer Shri Subendu Dasgupta, Head Assistant. No where it was found that the chats were one sided. The conversation was between the complainant and the accused person with mutual consent, where both the participation of both the parties was found. Thereafter, finally, the committee observed that warding used by the accused Sri Subendhu Dasgupta was very disgraceful. The work place is usually considered as a temple. Everyone should maintain the professional ethics at work place. It is a fact that Mr. Dasgupta's behavior caused emotional distress, mental agony and harassment to the complainant. So, he must be cautious for his activities in future. He should seek written apology to Smt. Haimanti Basak and for these disgraceful remarks. From department side also a strict warning letter should be issued to Sri Dasgupta to be cautious about his delivery of words and his behavior.	

The order dated 19th May 2025 as issued by the Rural Development Department was not passed pursuant to the order of Internal Complaint Committee, rather the very order shows that the authority has issued a caution. From the final order of the Internal Complaint Committee it also shows that Sri Dasgupta has not yet accepted the allegation and sought apology to the complainant and the committee recommended that a strict warning letter should be issued to Sri Dasgupta to be cautious about delivery of words and his behavior. In addition he should seek written apology to Smt. Haimanti Basak for these disgraceful remarks.

This being the position, the Commission considers it appropriate to direct Sri Subendhu Dasgupta to appear before this Commission in respect of the allegation of the complainant.

List the matter before 3(three weeks).

Notice to ~~the accused~~ Sri Subendhu Dasgupta be served through his department.

List it on 17/06/2025

(On leave)
(Justice Arindam Lodh)
Chairperson

22/5/25
(U.Choudhuri)
Member