

Allegations against the Principal, Dr. Siddhartha Sankar Nath

Brought by the Cachar College Unit of ACTA in its Meeting on 2 September 2022

Since Dr Siddhartha Sankar Nath had joined Cachar College in the post of Principal in October 2019 he has been running the internal administration in utter disregard for all set acts, statutes, rules and guidelines of the Government of Assam in the Higher education Department.

1. Ever since his joining he has rarely attended the College before 1 PM. Every day College remains without any guardian from Morning to late noon.
2. He has redesignated one Grade IV employee of the College, Sri Subhabrata Das, as **Personal Secretary to Principal**. He has arranged a well-furnished AC Room for that so called PS to Principal with a nameplate outside the door! What is even more ridiculous and annoying is that teachers have to seek prior appointments from that Grade IV employee-turned-PS to Principal to meet the Principal! Teachers are deliberately made to sit for hours outside the Principal's Office even as the Principal is found hobnobbing with the Grade IV staff inside. Nobody dares to ask him as to how a non-gazetted and non-statutory officer appoints a Personal Secretary!
3. Likewise he appointed three Coordinators (Arts, Science, and Commerce) and Coordinator (Finance and accounts) so that they look like Deans and FAO respectively of an Indian university and he appears as the VC of a University! He has thrown all rules, regulations, set practices of College management in a Provincialised College and is managing the show in a dictatorial, vindictive and whimsical manner.
4. Due to his careless and whimsical attitude the NCC Boys wing of the college is going to be disbanded by the concerned authority. In utter disregard to the policies and rules formulated by Govt. of India, UGC, Assam Government and DHE, the Principal did not find the importance of having NCC in an educational institution.
5. He is involved in mental harassment of a young lady Assistant Professor in the Department of Sanskrit of the College, viz, Smt Nayana Goswami. In the name of so called inter-disciplinarity he has asked her to take classes in History and Philosophy. In spite of verbal order from the office of the DHE on the contrary to him, he is still putting pressure on Smt Nayana Goswami to take classes outside her domain of knowledge.
6. In the name of disciplining the teachers (there was no cognizable evidence of indiscipline on the campus in any case) and make them punctual (what they always were) he has unleashed a reign of terror in the College. In utter violations of **all the provisions** of the Government Notification No.

AHE.396/2012/46-A, dated 21-12-2012 regarding Punching Machine he is using CCTV footages to do spying on the movement of teachers. In contravention of the relevant order he does not register his attendance in the Biometric Machine. He has never made available to the teachers the print outs of the attendance of the employees on a monthly basis which he is bound to do.

7. The Principal has installed scores of CCTV cameras inside the College campus. This is fine. But what is disturbing is that he has since employed some unauthorized persons to monitor the CCTV footages in his Office Chamber. In turn, the persons monitoring CCTV footage are violating all moral norms by breaking into privacy of female students and teachers. This is sheer sickening to put on record how a Principal remains glued to footages of lady colleagues in confirmation of his deranged mentality. There is no ecosystem of security of sensitive CCTV data.
8. The College Governing Body is an important institution of the College affairs. This body is supposed to ensure that the College is being managed and administered in accordance with the set rules and guidelines laid down by the Government in the Higher Education Department and the DHE from time to time. But, unfortunately, the GB, Cachar College, much like the Principal, has been thoroughly violating all rules laid down in Assam College Management Rule, 2001 (as amended from time to time). For instance, in a recent meeting of the GB dated 30-05-2022, there were 29 members including some non-sanctioned temporary employees of the College present on invitation from the Principal! The GB has now turned to be models of Khap Panchayats where resolutions according to the whims and caprices of the Principal are forcefully written down. And the President, who ruefully does not have any exposure to affairs of higher education, remains a mute spectator to such happenings.
9. The academic environment of the college is being vitiated by the whimsical attitude of the Principal. As per AUS guidelines, the semester classes are to commence closely after completion of end semester examinations. But the Principal, Cachar College notified classes for the even semester in the 2021-22 Academic Session from 10 June 2022 for Science and Commerce Streams and 17 June 2022 for Arts Stream even though the odd semester examinations were over by 25 May 2022. These forced academic holidays of one-and-a-half month beggars all explanations. As a result, the allotted courses for the even semester could not be completed in due time. Again, there is no notice for the newly admitted 1st semester classes till now. Because of such unreasonable activities of the Principal, students are suffering the most. Admission of students is a very important affair. Cachar College can boast of introducing online system of admission for the first time in the entire Valley. From filling up forms to payment Cachar College admission portal used to provide complete online solution. Such a reputation of the college has been tarnished this year when offline admission system was reintroduced for the reason best known to the Principal. Even after the admission to the TDC closed formally, there are ample evidences of candidates taking admission by various means. The Principal

- is violating various provisions of the Govt OM on Uniform Policy of Admission of Students in Government and Provincialised Colleges of Assam vide No AHE.250/2014, dated 5 June 2014.
10. Cachar College was recredited by NAAC after long 17 years. The IQAC of the college played a pivotal role in the whole process of NAAC accreditation. But, just after the NAAC accreditation process was over, Dr. Nitu Debnath was unceremoniously removed from the post of the Coordinator. The IQAC is now almost malfunctioning and has remained without a coordinator for long eight months.
 11. It has come to the notice of the ACTA members that Service Book of a few teachers were taken in his personal custody by the Principal beyond office hours on 1 September 2022 at 7 PM. This is unlawful, unethical and a matter of high concern for the teachers. The members of the ACTA feel that they have a reasonable ground to apprehend that the Service Books could be tampered by the Principal to bring harm to the service records and cause specific problem to those teachers who have just retired or will be retiring soon.
 12. The promotion to the higher grade and fixation thereof is the legitimate right of the teachers. It is seen that, since the joining of the Principal the promotion of the teachers is restricted by means of threatening, blackmailing and nepotism. The govt. has set rules with regard to promotion of teachers which the Principal defied and replaced by his own rules. The DPC process was not done even after long months of applying for the promotion. Many cases were pending for months to be sent to govt for fixation without any valid reason.
 13. Principal constituted a Research cell for promoting research in the College. But it is observed that, in the name of research, the Principal threatened and put undue pressure only. There was not a single activity of the Research cell during last three years except meeting of the cell where the Principal used to put undue pressure and harassed different members by various means.
 14. There is no transparent mechanism of appointment of AOCs in University/AHSEC Examinations, AZOs in the Evaluation Zone etc.
 15. Disbursement of monthly salary is deliberately delayed every month to bring hardship to the teachers in violation of the Government policy of disciplined and regular payment of salary and allowances to employees.
 16. The teachers of Cachar College have lost the right to work with dignity and self respect due to the dictatorial attitude and actions of the maniac Principal.

Charter of Demands to the Principal, Cachar College

Drawn up by the Cachar College Unit of ACTA in its Meeting on 2 September 2022

1. Remove the manufactured post of Personal Secretary to Principal.
2. Stop practice of seeking prior appointment and waiting for long hours to meet the Principal.
3. Remove all unnecessary and illegal positions and designations of coordinators (Arts, Science, and Commerce) and Coordinator (Finance and Accounts) and remove all nameplates against such positions.
4. Solve the problems related to the NCC Boys Unit by releasing Hemanta Kr. Bora for the ANO training course and make earliest reply to the letter dated 12 July 2022 from Commanding Officer of 3 Assam Bn NCC.
5. Withdraw the letter dated 25.04.2022 vide no. CC/Misc/2022/66-A from the Principal, Cachar College to Smt Nayana Goswami, Assistant Professor, Dept. of Sanskrit.
6. The Principal should register in the Biometric Machine and print out of attendance should be provided to the employees at the month end as per Government Notification No. AHE.396/2012/46-A, dated 21-12-2012.
7. Stop spying/monitoring attendance of teachers through CCTV as the ACTA does not recognise use of any spy camera for recording of attendance in violation of the Government Notification cited above.
8. Stop monitoring of CCTV footage by the Principal and other unauthorized persons violating all moral norms of breaking into privacy of female students and teachers. Create an ecosystem for safe and secure CCTV data in accordance with the Government practice.
9. Make the full list of applicants and admitted students in Arts, Science and Commerce in Cachar College showing their percentage of marks in the qualifying examinations and reservation categories in the College Website immediately as per the Government of Assam rules.
10. Bring back the complete online admission system from the next academic session and investigate the anomalies occurred during offline admission procedure this year.
11. Reconstitute IQAC and reinduct Dr Nitu Debnath in the post of Coordinator.
12. Service book of all the employees should be kept in duplicate and in the official custody only and should be made available for inspection by employees as and when demanded.

13. All the pending promotion cases should be immediately resolved. The pending fixation cases should be sent immediately to the office of the DHE.
14. The pension cases should be handled and sent carefully for the approval of Government in the line with the set policies in this regard.
15. Stop maligning the image of teachers by some imaginary, fabricated allegations.
16. The Research cell meeting platform should not be used for threatening and harassment of the teachers in the name of Research, rather it is to be used for encouraging the same.
17. Monthly salary must be disbursed on the first day of the month.
18. Bring in transparency in the matter of appointment of teachers in various assignments like AOC Examinations, AZO, Evaluation Zone etc. so that all the teachers get fair and equal chance of getting such assignments.
19. The Zero Balance Account with ICICI Bank to be opened after placing the matter in the Governing Body at the earliest to receive the sanctioned Grant of Rs. 31.55 lakhs from DBT, Govt. of India.
20. Hold CCTC meeting regularly instead of meeting with a few selected persons of teaching and non-teaching staff.
21. A teachers' common room should be there immediately.
22. Stop all kinds of harassment, threatening, blackmailing, nepotism and favouritism.