



INTERNAL COMPLAINTS COMMITTEE

WHAT YOU NEED TO KNOW

Sexual harassment is unwanted and offensive behavior of a sexual nature that violates a person's dignity and makes them feel degraded, humiliated, intimidated or threatened.

WE ARE HERE TO HELP YOU



NO woman shall be subjected to sexual harassment at any workplace - Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act 2013.

MAINTENANCE OF SAFE WORKING ENVIRONMENT FOR FEMALE EMPLOYEES (FACULTY MEMBERS, STAFF MEMBERS AND STUDENTS) AT WORKPLACE

What can you do?

1. Stop blaming yourself, it is not your fault, seek medical help.
2. If you can and feel safe to do so, do not hesitate to say "NO".
3. Speak to someone you trust.
4. Raise a written complaint to the ICC within three months of the incident/last incident and cooperate with the process.
5. Time won't erase what happened, but you must heal, grow and serve.

WHEN TO COMPLAIN?

FORMS OF WORKPLACE SEXUAL HARASSMENT:

IMPLIED OR EXPLICIT PROMISE OF PREFERENTIAL TREATMENT AT HER EMPLOYMENT.

IMPLIED OR EXPLICIT THREAT OF DETRIMENTAL TREATMENT AT HER EMPLOYMENT.

QUID PRO QUO

IMPLIED OR EXPLICIT THREAT ABOUT HER PRESENT OR FUTURE EMPLOYMENT STATUS

INTERFERENCE WITH HER WORK OR CREATING AN INTIMIDATING OR OFFENSIVE OR HOSTILE WORK ENVIRONMENT FOR HER

HOSTILE ENVIRONMENT

HUMILIATING TREATMENT LIKELY TO AFFECT HER HEALTH OR SAFETY



THE PROCESS-

1. Settle by conciliation.
2. Record the settlement and provide to the employer.
3. Provide copies of settlement to the aggrieved woman and respondent.
4. Stop inquiry, once settlement is reached.



FIND MORE INFO ON

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Article 14, 15 and 21 of the Indian Constitution. Right to safe environment free from sexual harassment.

TYPES OF SEXUAL HARASSMENT BEHAVIORS



VERBAL/WRITTEN

Using Obscenities
Making threats
Making suggestive comments or jokes
Making sexual propositions
Inappropriate humour
Remarks on clothing or physical attributes



NON-VERBAL

Staring
Obscene gestures
Suggestive noises
Sexually suggestive glances

Touching
Flirting
Hugging
Blocking path
Kissing
Pinching
Brushing against someone
Groping



PHYSICAL

Displaying sexual content on print/computer/phone
Flashing/exposing of private parts
Exposing someone else's private pictures or images without their consent



VISUAL

NO MEANS NO

Members of our ICC

CHAIRPERSON -

Prof. Binsu J. Kailath,
bkailath@iiitdm.ac.in, Room 108E,
+919884201895

MEMBER I - Dr. Kalpana P.,
kalpana@iiitdm.ac.in, Room 219L,
+919942904718

MEMBER II - Smt. Rajalakshmi S.,
sraji@iiitdm.ac.in, Room A001
Admin Block, +919087231161

STUDENT MEMBER - Smt. Teena Mary Treesa,
ec21d0005@iiitdm.ac.in, L406B,
+918281313755

EXTERNAL MEMBER -

Smt. V. G. Bhooma, Sr. DGM & CVO, Southern Railways



SEXUAL HARRASSMENT

- unwanted, offensive behavior of a sexual nature
- violates a person's dignity
- makes them feel degraded, humiliated, intimidated or threatened.



IPC 354

Sexual harassment of the nature of unwelcome physical contact and advances or a demand or request for sexual favours or showing pornography

3 years + Fine



Assault or use of criminal force to woman with intent to outrage her modesty



1 - 5 years + Fine

Sexual harassment of the nature of making sexually coloured remark

1 year + Fine



Voyeurism

1-3 / 3-7 years + Fine

Stalking



3 / 5 years + Fine

INTERNAL COMPLAINTS COMMITTEE

POSH ACT 2013

Committed to ensure maintenance of safe working environment for female community (faculty and staff members and students).

MEMBERS OF ICC

CHAIRPERSON - Prof. BINSU J. KAILATH,
bkailath@iiitdm.ac.in, Room 108E,
+919884201895

MEMBER I - Dr. KALPANA P.,
kalpana@iiitdm.ac.in, Room 219L,
+919942904718

MEMBER II - Smt. RAJALAKSHMI S.,
sraji@iiitdm.ac.in, Admin Block,
+919087231161

STUDENT MEMBER - Smt. TEENA MARY TREESA,
ec21d0005@iiitdm.ac.in, L508A,
+918281313755

EXTERNAL MEMBER - Smt. V. G. BHOOMA,
Sr. DGM & CVO, Southern Railways



EMERGENCY RESPONSE SUPPORT SYSTEM
112

NEED HELP?

- Stop blaming yourself, it is not your fault.
- If you can and feel safe to do so, do not hesitate to say "NO".
- Speak to someone you trust.
- Seek medical help.
- Raise a written complaint to the ICC within THREE MONTHS.
- Remember, "I am not what happened to me. I am what I CHOOSE to become."