INDIAN INSTITUTE OF INFORMATION TECHNOLOGY, DESIGN AND MANUFACTURING, KANCHEEPURAM

இந்திய தகவல் தொழில்நுட்பம், வடிவமைத்தல் மற்றும் உற்பத்தி நிறுவனம், காஞ்சிபுரம்



भारतीय सूचना प्रौद्योगिकी,अभिकल्पना एवं विनिर्माण संस्थान, कांचीपुरम

INTERNAL COMPLAINTS COMMITTEE

WHAT YOU NEED TO KNOW

Sexual harrasment is unwanted and offensive behavior of a sexual nature that violates a person's dignity and makes them feel degraded, humiliated, intimidated NO woman shall be subjected

to sexual harassment at any workplace Sexual Harassment of Womer at workplace (Prevention, Prohibition and Redressal) Act 2013

WHEN TO COMPLAIN?

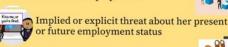
FORMS OF WORKPLACE SEXUAL HARASSMENT



Implied or explicit promise of preferential treatment at her employment.



Implied or explicit threat of detrimental treatment at her employment.



Interference with her work or creating an intimidating or offensive or hostile work environment for her





Humiliating treatment likely to affect her health or safety

TYPES OF SEXUAL HARASSMENT BEHAVIORS

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

What can you do?

- 1. Stop blaming yourself, it is not your fault, seek
- 2. If you can and feel safe to do so, do not hesitate
- 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.



THE PROCESS-

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



The Sexual Harassment of Women at Workplace ention. Prohibition and Redressal) Act, 2013 Article 14, 15 and 21 of the **Indian Constitution** Right to safe environment

Members of our ICC

free from sexual harassment

Jsing Obscenities Making threats Making suggestive comments Making sexual propositions Inappropriate humour Remarks on clothing or



Staring Obscene gestures Suggestive noises Sexually suggestive glances

Touching Flirting Huggin Blocking path Pinching Brushing against someone Groping

physical attributes



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



VISUAL

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

3/5 years + Fine

INDIAN INSTITUTE OF INFORMATION TECHNOLOGY, DESIGN AND MANUFACTURING, KANCHEEPURAM

இந்திய தகவல் தொழில்நுட்பம், வடிவமைத்தல் மற்றும் உற்பத்தி நிறுவனம், காஞ்சிபுரம்



भारतीय सूचना प्रौद्योगिकी,अभिकल्पना एवं विनिर्माण संस्थान, कांचीपुरम

Chennai-127

SEXUAL HARRASSMENT

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

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

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





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

MEMBERS OF ICC

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

MEMBER I - Dr. KALPANA P.,

+919884201895

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



NEED HELP?

- Stop blaming yourself, it is not your
- 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."