

**INTERNAL
COMPLAINTS
COMMITTEE @ IISER
PUNE**

TO WORK WITHOUT HARASSMENT IS EVERY INDIVIDUAL'S FUNDAMENTAL RIGHT

The Internal Complaints Committee functions as a body that investigates and recommends action on all acts of sexual harassment against any individual

IISER believes in “ZERO TOLERANCE”

MEMBERS

Internal Complaints Committee constituted as per Section 4(2) of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

- Mayurika Lahiri, Presiding Officer
 - Srabanti Chaudhury, Member
 - Kanineeka Sinha, Member
 - Shanti Kalipatnapu, Member
 - Sudarshan Ananth, Member
 - Anirban Hazra, Member
 - Ms Preeti Karmarkar, External Member
- Dhriti Nagar, Student representative Member
 - Ms Nayana Shirole, Non-member Secretary

ICC@iiserpune.ac.in

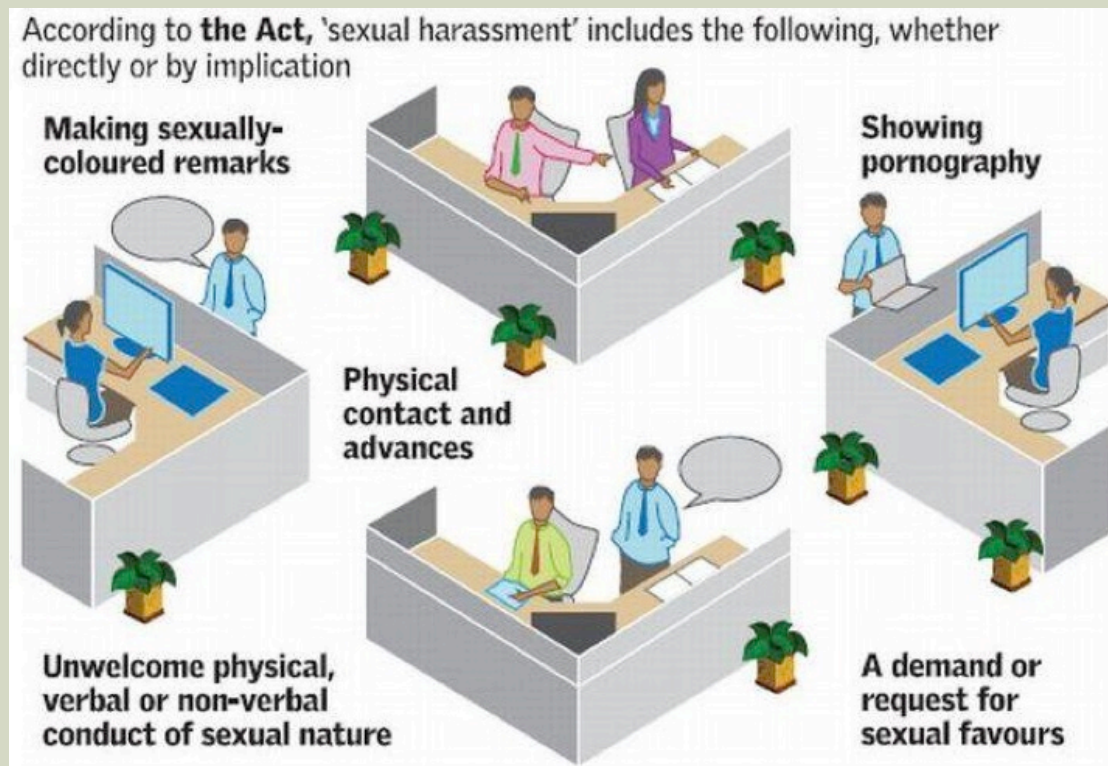
WHAT IS HARASSMENT?

Examples of harassment:

- Verbal abuse- shouting, yelling, swearing, name calling, and vulgarity
- Spreading malicious rumors, gossip, and lies
- Threats or physical abuse
- Intentional isolation, ignoring, and excluding co-workers
- Intimidation or manipulation
- Making false accusations of co-workers mistakes
- Sabotaging or impeding a person's work
- Cruel comments, belittling, and insults
- Unjust, harsh, and constant criticism
- Aggressive behavior
- Sexual harassment, unwanted touching, or stalking
- Personal and offensive jokes
- Invading a person's privacy or personal belongings
- Unequal treatment due to race, gender, age, size, religion, or country of origin
- Taking credit for someone else's work

WHAT IS SEXUAL HARASSMENT?

The Supreme Court guidelines define sexual harassment to include:



WHAT IS SEXUAL HARASSMENT?

Unwelcome behavior is the critical word!

Unwelcome does not mean “involuntary”

Sexual conduct is unwelcome whenever the person subjected to it considers it

SEXUAL HARASSMENT INCLUDES MANY THINGS.....

- Actual or attempted rape or sexual assault.
- Unwanted pressure for sexual favors.
- Unwanted deliberate touching, leaning over, cornering, or pinching.
- Unwanted sexual looks or gestures.
- Unwanted letters, telephone calls, or materials of a sexual nature.
- Unwanted pressure for dates.
- Unwanted sexual teasing, jokes, remarks, or questions.
- Referring to an adult as a girl, hunk, doll, babe, or honey.
- Whistling at someone.
- Cat calls.

SEXUAL HARASSMENT INCLUDES MANY THINGS.....

- Sexual comments.
- Turning work discussions to sexual topics.
- Sexual innuendos or stories.
- Asking about sexual fantasies, preferences, or history.
- Personal questions about social or sexual life.
- Sexual comments about a person's clothing, anatomy, or looks.
- Kissing sounds, howling, and smacking lips.
- Telling lies or spreading rumors about a person's personal sex life.
- Neck massage.
- Touching an individual's (student, colleague) clothing, hair, or body.

SEXUAL HARASSMENT INCLUDES MANY THINGS.....

- Giving personal gifts.
- Hanging around a person.
- Hugging, kissing, patting, or stroking.
- Touching or rubbing oneself sexually around another person.
- Standing close or brushing up against a person.
- Looking a person up and down (elevator eyes).
- Staring at someone.
- Sexually suggestive signals.
- Facial expressions, winking, throwing kisses, or licking lips.
- Making sexual gestures with hands or through body movements.

SEXUAL HARASSMENT INCLUDES MANY THINGS.....

VERBAL

- Referring to an adult as a girl, hunk, doll, babe, or honey
- Whistling at someone, cat calls
- Making sexual comments about a person's body
- Making sexual comments or innuendos
- Turning work discussions to sexual topics
- Telling sexual jokes or stories
- Asking about sexual fantasies, preferences, or history
- Asking personal questions about social or sexual life
- Making kissing sounds, howling, and smacking lips
- Making sexual comments about a person's clothing, anatomy, or looks
- Repeatedly asking out a person who is not interested
- Telling lies or spreading rumors about a person's personal sex life

SEXUAL HARASSMENT INCLUDES MANY THINGS.....

NON-VERBAL

- Looking a person up and down (Elevator eyes)
- Staring at someone
- Blocking a person's path
- Following the person
- Giving personal gifts
- Displaying sexually suggestive visuals
- Making sexual gestures with hands or through body movements
- Making facial expressions such as winking, throwing kisses, or licking lips
- Voyeurism

SEXUAL HARASSMENT INCLUDES MANY THINGS.....

PHYSICAL

- Giving a massage around the neck or shoulders
- Touching the person's clothing, hair, or body
- Hugging, kissing, patting, or stroking
- Touching or rubbing oneself sexually around another person
- Standing close or brushing up against another person

CONSEQUENCES OF SEXUAL HARASSMENT?

CONSEQUENCES OF *sexual* HARASSMENT

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VICTIM



PERPETRATOR



IF YOU ARE BEING HARASSED, THIS IS WHAT YOU SHOULD DO:

- Don't feel a sense of shame. Tell the harasser very clearly that you find his/her behavior offensive.
- Don't ignore the harassment in the hope that it will stop on its own. Come forward and complain.
- Talk to somebody you trust about the harassment. It will not only give you strength but also help others in similar situations come forward and complain.
- Keep a record of all incidents of sexual harassment in a notebook. If you feel the need to register a formal complaint later, this record will be helpful.

HOW TO LODGE A COMPLAINT?

The person concerned can personally talk / telephone/ write/ e-mail to any member of the Internal Complaints Committee.

Alternatively, an email can be sent to ICC@iiserpune.ac.in

The name of the complainant is ALWAYS kept **CONFIDENTIAL**

ACTION AGAINST THE OFFENDER?

After the Internal Complaints Committee investigates the matter and determines that the offender has indulged in sexual or any other kind of harassment in the work place, **appropriate punitive action** will be recommended **irrespective of the offender's status** in the Institute.

ICC@IISERPUNE.AC.IN

