

IITM/FP/POSH/04

PREVENTION OF SEXUAL HARASSMENT POLICY

IITM is committed to fostering a safe, respectful, and inclusive environment for all members of its community. Through the implementation of this policy, we aim to prevent sexual harassment, protect the rights and dignity of individuals, and uphold the principles of equality and non-discrimination.

Definition:

"Sexual Harassment" refers to any unwelcome sexually determined behavior, whether directly or indirectly expressed, including but not limited to:

- (a) Sexually offensive physical contact or advances;
- (b) Requests or demands for sexual favors;
- (c) Sexually colored remarks;
- (d) Displaying pornography; and
- (e) Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

Such behavior, if occurring in circumstances where the victim has reasonable apprehension in relation to their employment, work, or educational pursuits, may constitute humiliation and pose health and safety concerns.

It is also considered discriminatory when the victim reasonably believes that objecting to such conduct could adversely affect their employment, work, or academic opportunities, including recruitment and promotions, or when it creates a hostile work or learning environment.



Reporting:

Any person experiencing sexual harassment, as defined above, or witnessing such behavior, is encouraged to report it promptly to the designated Complaints Committee. Reports should include all relevant details concerning the alleged harassment while ensuring confidentiality and sensitivity to the complainant's privacy.

Composition of Internal Complaints Committee:

The IITM Institute has Internal Complaints Committee (ICC) to address complaints of sexual harassment. The Committee will be constituted in accordance with guidelines set forth by the University Grants Commission (UGC) and the All India Council for Technical Education (AICTE) as under:

Chairperson/ Presiding Officer – Shall be women employed at the senior level at the workplace amongst the employees.

Two Members – Shall be amongst the employees preferably committed to the cause of women/ experience in social work/ have legal knowledge.

External Member – External members could be, doctors, Advocate or Among NGOs working against the cause of women. We also provide empanelment of external members

50% Women: At Least one-half of the total members nominated to the IC must be women.

The Committee shall conduct inquiries into reported incidents, make recommendations for penalties, and ensure a fair and timely resolution of complaints

Disciplinary Action:

Upon receipt of recommendations from the Complaints Committee, appropriate disciplinary action shall be initiated against the perpetrator(s) in accordance with the relevant rules and regulations governing employee conduct or student discipline. The institute shall ensure that victims or witnesses are not subjected to victimization or discrimination during the complaint resolution process.



Awareness and Training:

The IITM Institute conducts regular awareness programs and training sessions to educate students, faculty, and staff about the prevention of sexual harassment, the reporting process, and the support available to victims. These initiatives aim to foster a culture of respect, dignity, and equality within the institute community.

Annual Reporting:

The Internal Complaints Committee (ICC) prepares an annual report detailing its activities, including the number of complaints received, actions taken, and recommendations made. This compliance shall be all the statutory bodies such as GGAIP University, AICTE, UGC, etc.

Compliance with Applicable Laws:

The IITM Institute reaffirms its commitment to complying with all relevant laws and regulations pertaining to the prevention of sexual harassment. Any conduct amounting to an offense under the Indian Penal Code or other applicable laws shall be promptly reported to the appropriate authorities for further action.

Saving Clause:

This policy does not prejudice the rights of individuals to seek legal remedies under relevant laws, including the National Commission for Women Act 1990 and the Protection of Human Rights Act 1993. The institute shall ensure that victims of sexual harassment have the option to seek transfer of the perpetrator or their own transfer, if necessary, to ensure a safe and supportive environment.

Disclaimer: The content of this policy are intended for addressing and resolving the issues of sexual harassment at the workplace and which is easily accessible by all workers at IITM (For Internal Use only). For other detail it may be otherwise be protected by the laws stipulated by Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 amended on 9th May 2016.

