

PREVENTING SEXUAL HARASSMENT AT OUR WORKPLACE

LEAD at Krea University has a **ZERO TOLERANCE POLICY** against sexual harassment and any such behaviour will result in serious disciplinary action and necessary legal action. This policy applies to all staff members across LEAD and IWWAGE.



- UNWELCOME PHYSICAL, VERBAL OR NON-VERBAL CONDUCT OF SEXUAL NATURE.
- PHYSICAL CONTACT OR ADVANCES.
- A DEMAND OR REQUEST FOR SEXUAL FAVOURS.
- MAKING SEXUALLY COLOURED REMARKS.
- SHOWING PORNOGRAPHY.
- IMPLIED OR EXPLICIT PROMISE OF PREFERENTIAL TREATMENT IN THE AGGRIEVED PERSON'S EMPLOYMENT.
- IMPLIED OR EXPLICIT THREAT OF DETRIMENTAL TREATMENT IN THE AGGRIEVED PERSON'S EMPLOYMENT.
- IMPLIED OR EXPLICIT THREAT ABOUT THE AGGRIEVED PERSON'S PRESENT OR FUTURE EMPLOYMENT STATUS.
- HUMILIATING TREATMENT LIKELY TO AFFECT THE AGGRIEVED PERSON'S HEALTH OR SAFETY.
- INTERFERENCE WITH THE AGGRIEVED PERSON'S WORK OR CREATING AN INTIMIDATING, OFFENSIVE OR HOSTILE WORK ENVIRONMENT FOR THE AGGRIEVED PERSON.

The policy applies to all staff members at the workplace, where **WORKPLACE** is defined as:



All offices and co-working spaces at which LEAD personnel work



Official gathering, intimation for which comes from an official LEAD channel



Work-related meetings, workshops and other events



Travel to field sites, partner meetings or other project related travel including places of lodging and transportation



Work-related Emails, WhatsApp groups and chats, SMS, calls



To report an incident, write to poshlead@ifmr.ac.in

Internal Committee (IC) Contact Information

Anweshaa Ghosh (New Delhi)
Sona Mitra (New Delhi)
Mahantesh BS (Bangalore)
Sitaram Mukherjee (Kolkata)
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LEAD's policy for the Prevention of Sexual Harassment at the Workplace covers ALL team members irrespective of their gender.

Regional Point of Contacts for Field Offices:

The Research Associate (RA) on field-based projects is the Regional Point of Contact (RPoC) for the field staff on that project. The RPoC must reach out to the members of the IC-POSH to report incidents of sexual harassment faced by the field staff, if any.