WHAT IS SEXUAL HARASSMENT AT THE WORKPLACE AS DEFINED BY THE LAW?

SEXUAL HARASSMENT INCLUDES THE FOLLOWING UNWELCOME ACTS OR BEHAVIOIRS:

- 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.

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

Internal Committee (IC) Contact Information

Anweshaa Ghosh (New Delhi)
Mahantesh BS (Bangalore)
Sitaram Mukherjee (Kolkata)
Kaliat Ammu Sanyal (New Delhi)
Aniruddha Brahmachari (New Delhi)
Shreya Ghosh (New Delhi)
Diksha Singh (Chennai)

anweshaa@sstindia.org
mahantesh.bse@ifmr.ac.in
sitaram.mukherjee@ifmr.ac.in
ammu.sanyale@iwwage.org
aniruddha.brahmachari@ifmr.ac.in
shreya.ghoshe@iwwage.org
diksha.singhe@ifmr.ac.in

98710 22150
99165 26553
94333 28164
99107 75965
98110 54722
98738 82189
98407 24401

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

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.