![LEAD - LEVERAGING EVIDENCE FOR ACCESS AND DEVELOPMENT - KREA UNIVERSITY]
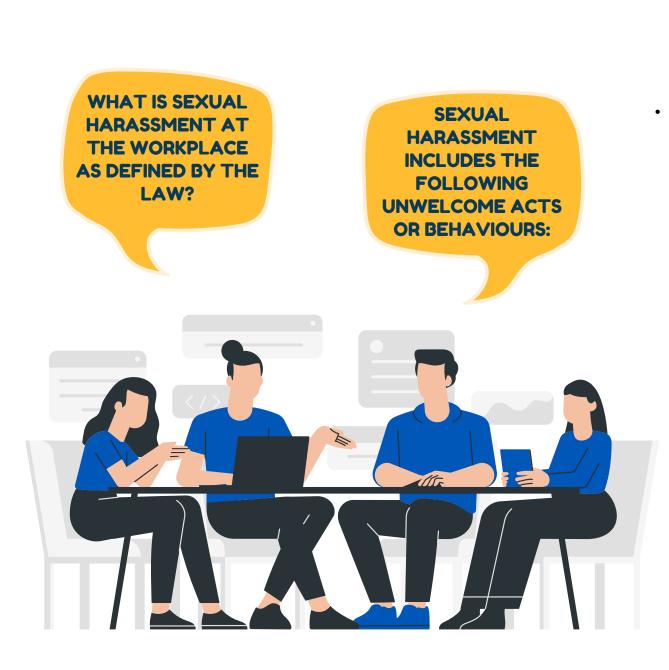
PREVENTING SEXUAL HARASSMENT AT OUR WORKPLACE

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.

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

SEXUAL HARASSMENT INCLUDES THE FOLLOWING UNWELCOME ACTS OR BEHAVIOURS:

- 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

Diksha Singh (Chennai) - Presiding Officer	diksha.singh@ifmr.ac.in	98407 24401
Mahantesh BS (Bangalore)	mahantesh.bs@ifmr.ac.in	99165 26553
Shreya Nath (Bangalore)	shreya.nath@ifmr.ac.in	77570 13384
Bidisha Mondal (New Delhi)	bidisha.mondal@iwwage.org	78386 16553
Anweshaa Ghosh (New Delhi) - External Member	anweshaa@isstindia.org	98710 22150

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.