

Sexual Harassment Advisory

What is Sexual Harassment?

Sexual harassment is defined as **unwelcome** sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made a term or condition of employment or participation in educational programs; or
2. Submission to or rejection of such conduct is used as a basis for employment or academic decisions affecting the individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an employee's work performance or a student's academic performance creating an intimidating, hostile, or offensive working or learning environment

Sexual harassment may include but is not limited to the following:

1. Creating an **offensive** working or learning environment by repeated written, verbal, physical and/or visual contacts with sexual overtones
 - Written forms may include suggestive or obscene letters, notes, invitations
 - Verbal forms may include derogatory comments, slurs, jokes, epithets
 - Physical forms may include assault, unwelcome touching, impeding or blocking movements
 - Visual forms may include leering, gestures, display of sexually offensive objects, pictures, cartoons or posters
2. Establishing a pattern of conduct that would cause **discomfort and/or humiliate** a reasonable person at whom the conduct was directed which may include one or more of the following:
 - Unnecessary touching, patting, hugging, or brushing against a person's body
 - Remarks of a sexual nature about a person's clothing / body or about sexual activity or speculations about previous sexual experiences
 - Continued expressions of sexual interest after being informed that the interest is unwelcome
3. Making reprisals, threats of reprisals, or implied threats of reprisal following a rebuff of harassing behavior
4. Retaliating against a person for reporting or threatening to report sexual harassment

Policy of the Institute:

It is the policy of the Institute to provide working and study environment for staff and students free of sexual harassment. The Institute **strongly disapproves** of any conduct that constitutes sexual harassment. All complaints will be thoroughly investigated and **appropriate action** will be taken promptly.

Guidelines: In case of being sexually harassed, please

1. Do not feel helpless
2. Make it clear to the offender that his/her conduct is unwelcome, offensive and contrary to the Institute policy
3. If the offensive behavior does not stop, contact any member of the Women's Cell
4. Remember that Women's Cell can be approached by any student or staff regardless of their sex
5. The members of the Women's Cell, IIT Indore, are:
 - Prof. Ankhi Roy, Convener (ankhi.roy@iiti.ac.in) (Tel. 2438 727)
 - Prof. P.N. Puntambekar, Member (puntambekar@iiti.ac.in) (Tel. 2438 715)
 - Prof. S. Mukhopadhyay, Member (suman.mukhopadhyay@iiti.ac.in) (Tel.2438 704)
 - Ms. Anjali Bandiwadekar, Member (anjali@iiti.ac.in) (Tel.2438 713)
 - Ms. Fozia Aziz, Student Representative (fozia.aziz@iiti.ac.in) (Tel.2438 726)
 - Ms. Astha Jain, Student Representative (astha.jain@iiti.ac.in)