

Closure Report

Orientation Programme on Prevention of Sexual Harassment against Women and Students at the Workplace (POSH) Act, 2013

Monday, 12th August 2024, Time: 11:00 am-1:00 pm
Venue: 3rd Floor Library Building, IIPS, Mumbai

The Internal Committee of the IIPS conducted an Orientation Programme on '**Prevention of Sexual Harassment against Women and Students at the Workplace (POSH) Act, 2013**' on 12th August 2024. All faculty members, staff, and students attended the program. Prof. Kailash Chandra Das gave the welcoming remarks and chaired the session.



Welcome remarks by Prof. Kailash Chandra Das

The chairperson of the IC, Prof. Archana K Roy, welcomed the guest speakers, Adv. Rushila Rebello and Ms. Priti Raikar Thakkar, Counsellor at IIPS Mumbai. Prof. Roy introduced all the committee members and highlighted the roles, responsibilities, and functions of the IC.



IC Chairperson, Prof. Archana K. Roy

Ms. Priti Raikar Thakkar spoke on 'Fostering Integrity & Safe Environment on Campus,' where she highlighted the importance of mental health and creating a safe environment on campus.



Ms Priti Raikar Thakkar delivered a speech

The second speaker Adv. Rushila Rebello spoke on 'Creating Safe Spaces for All,' highlighting the importance of an Internal Committee in the institutions in preventing sexual harassment at the workplace. The session was interactive, with students discussing various incidents that amount to sexual harassment. She explained the POSH Act, its rules and regulations, and the

roles, functions, and responsibilities of the IC, providing numerous examples to enhance the understanding of participants. She also discussed the types of complaints commonly received by the IC.



Adv. Rushila Rebello delivering a talk

The event concluded with Dr. Suresh Jungari, IC member proposed a vote of thanks to the guest speaker, participants, IIPS administration, the ICT unit, and the IC members for their invaluable assistance and support in organizing the orientation program. The orientation received an overwhelming response, with 150 attendees actively participating, including faculty, staff, and students from IIPS.



Dr Suresh Jungari, IC member

Releasing of poster

To raise awareness and prevent sexual harassment in the workplace, the Internal Committee (IC) has prepared posters which have detailed information on the role of the IC, the forms of sexual harassment, who can file a complaint, where and how to file it, potential consequences, and the timeline of the procedure. Further poster also provides detailed information about committee members, including their landline phone numbers and email addresses. The posters are bilingual and available in both Hindi and English.

INTERNATIONAL INSTITUTE FOR POPULATION SCIENCES
(Deemed-to-be-University)
Govandi Station Road, Deonar, Mumbai - 400088

IIPS Guidelines for Prevention, Prohibition, and Redressal of Sexual Harassment of Women and Students at the Workplace

PoSH Act, 2013
The "Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013" was enacted to ensure safe working spaces for women and to build enabling work environments that respect women's right to equality of status and opportunity.

The IIPS Guidelines
IIPS is dedicated to fostering a work environment, free from sexual harassment and discrimination. It ensures the right to report any incidents of harassment without fear of retaliation and redressal with confidentiality and fairness. It has zero tolerance for sexual harassment and discrimination based on sex/gender. It is dedicated to ensuring a workplace where all individuals are treated with dignity and respect.

IIPS Internal Committee
The Internal Committee of IIPS was established in 2014. Since then, the IC-IIPS has been committed to follow the PoSH Act and UGC regulations to prevent sexual harassment against women and to ensure that the campus is a safe work environment.

What is sexual harassment?
Physical Contact and Advances
Demand/Request for Sexual Favours
Making Sexually Coloured Remarks
Stalking
Harassment
Unwelcome Physical, Verbal or Non-verbal Conduct of Sexual Nature
Retaliatory Consequences on the Victim

Who all can complain?
Aggrieved Woman
Working
Visitor
Student
Regular
Temporary
Ad Hoc
Daily Wage
Domestic Worker

Punishments
Students
Warning
Written apology
Removal of good behaviour
Debarment entry into the hostel/mess/campus
Suspension for a specific period
Withholding results
Debarment from exams
Stopping of fellowship/contingency
Expulsion
Denial of admission
Employee
Warning
Written apology
Removal of good behaviour
Adverse remarks in the service book
Debarment from duties
Denial of membership of statutory bodies, reemployment, or renewal of contract
Stopping of increments/promotions
Reverting demotion
Suspension
Dismissal

Third-Party (Client, Visitor, Vendor)
Warning
Written apology
Debarment entry into the campus

NOTE:
1. The reasons for the action have to be provided in writing.
2. Action will be taken against person(s) who try to pressure the complainant in any way and any pressure/threat to the committee.
3. Confidentiality of the complainants will be strictly maintained.

Internal Committee Members and Contact Details
Chairperson
Prof. Archana K. Roy
Faculty Members
Dr. Sanku B.S.
Dr. Suresh Jangam
Staff Members
Ms. Lakshmi Tamsu
Dr. J. Maraguan
Ms. Shweta Jais
Student Members
Mr. Chandan Hazare
Ms. Samal Guhthye
Ms. Pooja Dha
Mr. Yashu Dhanu
External Member
Prof. Vibhuti Patel
Contact Details
Office: 022-43774400
Chairperson: 022-43775444
0979477442
0982656115
Emergency Response Number: 112
Email: ic@iips.ac.in
Website: <http://www.iips.ac.in>
Facebook: <https://www.facebook.com/iips.ac.in>
Twitter: https://twitter.com/iips_acin
LinkedIn: <https://www.linkedin.com/company/iips-ac-in>
Design Credit: Parvati Meher (IIPS Scholar, IIPS)
Head Translation: Mr. Nivedita Meher, Head Office, IIPS

Forms of Workplace Sexual Harassment
Quid Pro Quo (Literally 'This for That')
Implied or explicitly stating that sexual favours are a condition for job benefit and threatening adverse action if sexual advances are rejected.
Hostile Work Environment
Any behaviour that has an implicit or explicit sexual undertone that:
1. Creates a hostile, intimidating, or offensive work environment.
2. Humiliating treatment is likely to affect her work performance and health well-being.

Complaint Redressal Timeline
Submission of Complaint to IC
Notice to Respondent
Completion of Inquiry
Implementation of Recommendations
Within 10 days of completion of the inquiry
Within 7 days of receiving a copy of the complaint
Within 3 months of the date incident

Glossary
Employee: A person as defined in the Act and also members of the IIPS including faculty (permanent and temporary), staff (permanent and temporary), research scholar/student (full-time and part-time), daily wage worker, and any other visitor in the campus.
Student: Anyone duly admitted and pursuing a program of study, including short-term training (through regular or distance mode) or who is in the process of taking admission or a participant to any institute activity.
Workplace/Campus: The definition of "workplace" is quite broad. Location or land on which IIPS and its related institutional facilities/amenities are situated or owned and controlled by the IIPS such as libraries, labs, lecture halls, residences, canteens and playgrounds etc. It also includes any place visited by an employee or student during official work or study/fieldwork including transportation provided by the Authority. Whenever the complaint is filed against IIPS is their workplace unless it's third-party harassment.
Sexual harassment: An unwanted conduct with a sexual undertone, if it occurs or which is persistent and which demands, humiliates or creates a hostile and intimidating environment or is calculated to include submission by actual or threatened adverse consequences.

IIPS-IC poster





IC Organizing team with the Director and Guests

The IC members involved in organizing the orientation programme:

Prof. Archana K Roy, Dr. Reshmi R. S. Dr. Suresh Jungari, Ms. Lavina Tauro, Ms. Sheetal Zorer. Chandan K. Hansda, Ms. Komal S. Gajbhiye, Ms. Puja Dass, Mr. Tushar Dakua and Prof. Vibhuti Patel



Participants of the orientation Programme