

Internal Complaints Committee

Complaints Committee Against Sexual Harassment (CCASH)

@ IIT Madras

Who are we and what do we do?

ccash@iitm.ac.in







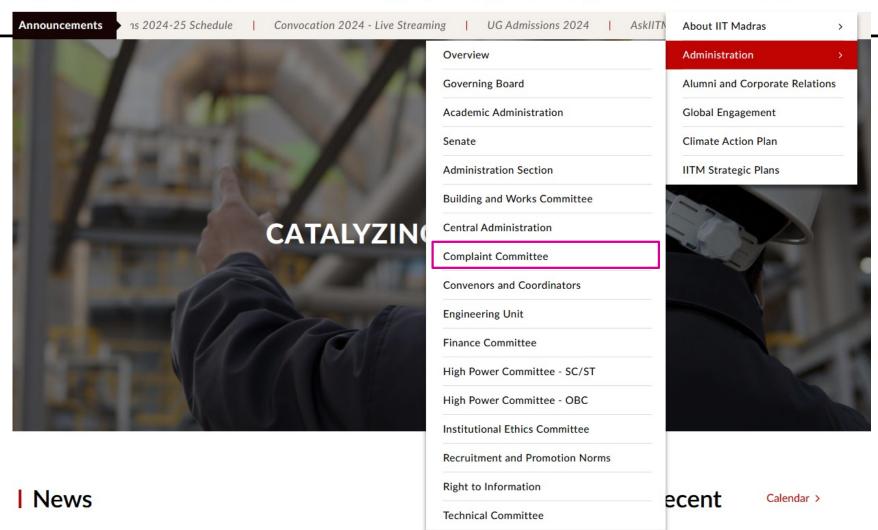


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Objective

- To investigate and recommend action against any kind of sexual harassment against women on campus
- To ensure every member of the faculty, staff, and students undergo POSH training (Prevention of Sexual Harassment)

IIT Madras has ZERO Tolerance for Harassment

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Govt of India

THE OF TECHNOLOGY MADE

Members

- Prof. Deepa Venkitesh, Dept. of Electrical Engineering -- Chair
- Ms. G. Chitrapavai, Joint Registrar, Internal Audit -- Co-Chair
- Prof. Sathyanarayana N Gummadi, Dean Students Member
- Prof. M S Sivakumar Dept of AM Invited Member
- Ms. Vijayalakshmi, Deputy Registrar, Academics Member Secretary
- Dr. Lata Ramasheshan, External Expert Invited Member
- Dr. Kannegi Packianathan (Retd. IAS), Former Chairperson, TNSCW, Member
- Student Representatives:

Other Invitees based on the complaint – CSO, CMO ..

The Students' General Secretary/ Research Affairs Secretary/ Hostel Affairs Secretary



Definition(s) of Sexual Harassment

Unwelcome behavior that creates an uncomfortable, hostile, or intimidating environment

- Verbal Abuse: Sexually coloured remarks, abusive language, shouting, yelling, swearing, belittling, insulting, condescension, and any other UNWELCOME comments.
- Physical Abuse: Touching, caressing without consent.
- Non-verbal Abuse: Staring, watching over, taking photographs without permission, stalking.
- Online Abuse: Sending explicit messages, sharing inappropriate content.
- Equality Abuse: Unequal treatment due to gender, caste, class, country of origin, size, religion.
- Exclusion Abuse: Preventing a person from entering the lab, keeping information of a general nature from a person, sabotaging work, not giving due credit for work done.



Spaces

- Workplace
- A trip to a place as part of work
- Vehicle for transportation to and from work
- Parks, canteens, library, laboratory, any public place within the institute
- Conference place



What to do if you happen to get harassed?

- Keep a record of all notes of sexual harassment, for example, call records,
 WhatsApp messages, photos/ videos, emails, Facebook posts, Instagram posts etc.
- Send a written complaint to <u>ccash@iitm.ac.in</u>
- Contact a member of ICC over phone.

DO NOT feel embarrassed to complain.

Freedom from harassment at the workplace is a Fundamental Right.



Who can approach ICC/CCASH?

- Students, staff and faculty of the Institute
- Summer interns, any casual visitor to the Institute
- Casual labourers, vendors



Who can make complaint?

- Person who has experienced harassment complainant
- A friend, relative, teacher, student/ legal heir of the complainant (if the
 complainant is not in a position to complain) after letting the
 complainant know that s/he is going to make a complaint, and with the
 consent of the complainant as the case may be.
- Any other person who is witness to the harassment, after getting a written consent from the complainant
- Complaint to be made within three months of the incident



ICC/CCASH Responsibilities

- Respond to a complaint within 7 days of filing the complaint
- Conduct an inquiry within 90 days, and verify
 - All depositions must be verified by deposers.
- Send a recommendations to the Executive Authority of the Institute.
- Send the results of the inquiry, and recommendation to both the complainant and the accused.
- Ensure safety of complainant including recommending a leave of absence from work if the situation warrants
- Recommend transfer of complainant to another workplace
- Ensure confidentiality of the entire proceedings.

Do not share publicly or otherwise details of depositions, or recommendations. Violators are liable for prosecution as per the rules of POSH/service rules of the Institute



Responsibilities of Executive Authority

- Ensure that the workplace is safe for the complainant during the period of inquiry.
- Act on the recommendations of CCASH within 60 days.

The details of the harassment may be published after declassifying the incident.



Responsibilities of Complainants

- Make sure you have all your evidence.
 - Be consistent.
 - Do not blame yourself.
 - Do not build up an issue just for effect.

If a sexual act was consensual do not make it a case of sexual harassment.

If this is established, it can lead to expulsion from campus, programme, expulsion from the job



Responsibilities of Respondents

- Do not threaten the complainant with dire consequences.
 - This will lead to being expelled from the Institute.
- Do not cover tracks.
 - Eg : deletion of Whatsapp messages, deletion of SMSes, tampering with email servers, tampering with facebook, instagram, tampering with evidence of any kind.



Conciliation

- Conciliation can be made at the instance of aggrieved complainant and not at the instance of aggrieved respondent –
- Conciliation is possible only at the threshold of an ICC inquiry, and not after a
 detailed enquiry has been conducted.
- Usually through writing an apology letter that is acceptable by the ICC and complainant, to the complainant. There may be other terms to be complied with.



Let us strive to make IIT Madras a safe place with equal opportunity for all

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Thank you

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