



Objectives

The Gender Cell is committed to:

- Promoting gender amity and sensitizing the Institute community on gender issues.
- Observing the law and providing guidelines for protection from sexual harassment.
- Addressing complaints and making recommendations within a fixed time frame.
- Helping promote equality, non-discrimination and gender justice.

Sexual Harassment Defined

The definition of sexual harassment is broad enough to include different kinds of offensive, hostile, intimidating, humiliating and exploitative language, gestures and conduct. *What constitutes sexual harassment is defined by the victim, and not by the perpetrator.*

The Supreme Court's definition includes unwelcome sexually determined behaviour, such as:

- Physical contact, gestures, or stalking.
- A demand or request for sexual favours.
- Sexually oriented remarks.
- Showing pornography.
- Use of electronic media (phone, internet, intranet).
- Attempts to intimidate by linking professional advancement with sexual favours.
- Creating a hostile work environment through sexually coloured communication and any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

Procedure & other information

For the detailed procedure of lodging a complaint, and other information please visit:

<https://www.gendercell.iitb.ac.in>

IIT Bombay takes complaints of sexual harassment very seriously. All complaints are thoroughly investigated. Person/s found to be guilty of sexual harassment in the workplace shall face disciplinary action under the IITB policy, and may be liable for penal consequences under the SHWW Act (2013) and Rules (2013).

The Law on Sexual Harassment

The Gender Cell is committed to:

- The Supreme Court, which regards sexual harassment as a violation of human rights and as a form of systematic discrimination, issued guidelines (1997) to prevent, as well as punish perpetrators of sexual harassment.
- It is legally mandatory for employers and administrators to deploy measures to combat and redress incidents of sexual harassment in their organizations.

General Guidelines

- Explicitly ask for consent. Do not assume that a smile or no response indicates consent. If a woman says no to something, do not pursue or stalk her after she refuses.
- Avoid casual or insensitive remarks that may be considered derogatory.
- Avoid asking people about their personal relationship status in professional settings.
- Avoid paying compliments on physical appearance in professional settings.
- Do not take pictures of people or upload them unless you have explicit permission.
- Exercise caution in the use of social networks when expressing intimate feelings.

If you are being harassed -

- Don't feel a sense of shame or blame yourself.
- Tell the harasser very clearly that you find the behaviour offensive.
- Don't ignore the harassment in the hope that it will stop on its own; come forward and complain and it may help others also to come forward and complain.
- Keep a detailed record of all incidents related to the sexual harassment. Should you feel the need to register a formal complaint later, this record can be helpful.