Annual Report for the year ended 31st December, 2025 under Section 21 of prevention of Sexual Harassment at the Workplace Act of 2013

Serial Number	Complainant	Complaint Against	Nature of complaint	Action Taken	Timeline
1.	Female PG Student	Male Temporary Staff	Demands for physical relationship, inappropriate touch, inappropriate verbal comments.	The ICC recommended that the Respondent be removed from his position and that his contract be revoked immediately. He may not be hired for any other project through IRCC for a period of five years. Apology to ICC for refusing to submit evidence.	Received 2 July 2024, Decision taken May 4, 2025
2.	Female Faculty	Male UG alumnus	Unwelcome contact.	ICC recommended that the Respondent's campus entry be stopped for three years. He shall surrender his alumnus card. His entry after this period, may be permitted on a watch and see basis for a period of one year with appropriate approvals and justification.	Received on 05 November 2024, Decision taken on April 11, 2025
3.	Female PG Alumna	Male PG Student	Inappropriate emails, repeated unwelcome contact.	ICC recommended that the Respondent leave campus with immediate effect. He may complete his graduation requirements remotely. IIT Bombay should not engage the Respondent in any academic/non-academic activity for 3 years after completion of his degree.	Received on Dec 27, 2024 Decision taken on 26 Mar 2025
4.	Female UG student	Male UG student	Inappropriate verbal suggestions	ICC recommended mandatory gender counseling and a letter of apology to the complainant. Any repeat act will attract stern punishment.	Received on 14 Oct 2025, Decision taken on 27th Nov 2025
5.	Female UG student	Male project staff	Unwelcome sexual advances	ICC recommended termination of employment of the respondent.	Received on 8th October 2025, decision taken on 25th Nov 2025
6.	Female UG student (minor)	Male PG student	Unwelcome physical advances while hiding identity	ICC recommended suspension of 3 months from the institute and mandatory gender counseling	Received on 13th Nov 2025, decision taken on 21st Jan 2026.
7.	Female PG student	Male PG student	Molestation and sexual advances	ICC recommended suspension of 6 months from the institute and mandatory gender counseling	Received on 11th Nov 2025, decision taken on 21st Jan 2026.
8.	Female project staff	Male project staff	Physical sexual advances and verbal harassment at workplace	Ongoing	Received on 8th Nov 2025, inquiry ongoing