

Internal Complaints Committee/CCASH @ IIT Madras

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Outline

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Introduction

Harassment at the work place is a **CRIME** that is **PUNISH-ABLE**

The objective of the INTERNAL COMPLAINTS COMMITTEE is to INVESTIGATE and RECOMMEND ACTION AGAINST any kind of SEXUAL HARASSMENT against any individual.

ICC will also ensure that every member of the faculty, staff, and students undergoes POSH (Prevention of Sexual Harassment) training

IIT Madras HAS **Zero Tolerance** for **Harassment**

Members of CCASH

- Hema A Murthy, Chairperson, Professor, Department of CS&E, IIT Madras
- Jane Prasad, Registrar, IIT Madras
- Lata Ramaseshan, External Member
- N J Vasa, Dean of Students, Professor, Department of Applied Mechanics, IIT Madras
- The ICC may invite additional persons based on the incident

email: ccash@iitm.ac.in

Definition of Harassment

- 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.
- 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.

Most importantly, “When you make comments to members of the opposite sex that are **unwelcome** think – Would you have made the same remark to a person of the same gender?”

Definition of Abuse as per UGC (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Education) Regulations 2015

- Making Sexually Coloured Remarks
- Physical Contact and Advances
- Showing Pornography
- Unwelcome physical, verbal, and non-verbal nature that are sexually coloured.
- A demand or request for sexual favours

What is Sexual Harassment?

What is Sexual Harassment?

Any *Unwelcome* Behaviour!

The person who is at the **receiving end** of **such behaviour** decides what is **unwelcome**.

Verbal Sexual Harassment – Examples

- Referring to an adult as a girl, hunk, doll, babe, or honey
- Whistling at someone, cat calls
- Making sexual comments about a person's body
- Making sexual comments or innuendos
- Turning work discussions to sexual topics
- Telling sexual jokes or stories
- Asking about sexual fantasies, preferences, or history
- Asking personal questions about social or sexual life
- Making kissing sounds, howling, and smacking lips
- Making sexual comments about a person's clothing, anatomy, or looks
- Repeatedly asking out a person who is not interested
- Telling lies or spreading rumors about a person's personal sex life

Non Verbal Sexual Harassment – Examples

- Looking a person up and down (Elevator eyes)
- Staring/Ogling at someone
- Blocking a person's path
- Following the person
- Giving personal gifts
- Displaying sexually suggestive visuals
- Making sexual gestures with hands or through body movements
- Making facial expressions such as winking, throwing kisses, or licking lips
- Voyeurism

Physical Sexual Harassment – Examples

- Giving a massage around the neck or shoulders
- Touching the person's clothing, hair, or body
- Hugging, kissing, patting, or stroking
- Touching or rubbing oneself sexually around another person
- Standing close or brushing up against another person

Any unwelcome behaviour!!

Places of Sexual Harassment include

- 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
- You are visiting another Institute where you get harassed.
- You are on a trip to a conference, and get harassed by a colleague or superior.

Consequences of Sexual Harassment – Some examples

Complainant

- Embarrassment
- Drop in performance
- Feeling of Powerlessness
- Self-doubt – are we being oversensitive?
- Loss in performance
- Fear of victimization
- Isolation/depression

Respondent

- Expulsion
- Demotion
- Loss of job
- Only recourse is a law suit
- Loss of career
- Being put into a prison if found guilty

Who can make a complaint?

If you are harassed

- You can send a written complaint to ccash@iitm.ac.in
- You can contact a member of ICC over phone.
- **Do Not** feel embarrassed to complain, freedom from harassment at the workplace is a **Fundamental Right**.
- Keep a record of **all** notes of sexual harassment, for example, WhatsApp messages, SMSes, emails, facebook posts, Instagram posts, ...

Who can make complaint?

- The complainant
- A friend , relative, teacher, student of the complainant (if the complainant is in not position to complain) after letting the complainant know that s/he is going to make a complaint.
- Any other person who is witness to the harassment, after getting a written consent from the complainant.

Eligibility for making a complaint

Who are eligible to approach ICC/CCASH?

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

ICC/CCASH Responsibilities

ICC/CCASH Responsibilities

- Respond to a complaint within 7 days of filing the complaint
- Conduct an inquiry within 90 days, and verify
- All depositions have to be verified by deponents.
- 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 (the respondent is in the same lab as the complainant for instance)
- 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 of ccash are liable for prosecution as per the rules of POSH/service rules of the Institute.

Executive Authority Responsibilities

Responsibilities of Executive Authority

- Ensure that the workplace is safe for the complainant during the period of inquiry. For example, ensuring appropriate security, granting leave upto three months.
- Act on the recommendations of CCASH within 60 days.
- The details of the harassment may be published **after declassifying the incident.**

Complainant's responsibilities

Responsibilities of Complainants

- Make sure you have all your evidence.
- Be consistent.
- Do not blame yourself. It is common that it is always difficult to react immediately.
- 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.

Respondent's responsibilities

Responsibilities of Respondents

- Do not threaten the complainant with dire consequences. This will **surely lead to being expelled from the Institute.**
- Do not cover tracks. For example, 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** – see the point below.
- Conciliation is possible **only** at the threshold of an ICC inquiry, and **not after** a detailed enquiry has been conducted.
- Writing an apology letter that is acceptable by the ICC and complainant, to the complainant.

Responsibilities of Complainants, Respondent and ICC

- Neither the complainant or respondent can approach members of ICC individually, while the investigation is in progress.
- ICC members should also not try to reach out to either the complainant or the respondent during an investigation, without permission from ICC.
- All meeting requests during investigation must be discussed by the ICC, and ICC may optionally permit the complainant/respondent to produce new evidence.
- The investigations can be delayed based on requests from complainants/respondent after discussion at the ICC.

Homily

Let us strive to make IIT Madras a safe place with equal opportunity for all, to agree, to disagree irrespective of gender, caste, religion, race, class, and rank.