



*TIFR Women Cell
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***Guidelines for the Prevention and
Resolution of Sexual Harassment***

SEXUAL HARASSMENT IS UNACCEPTABLE BEHAVIOR AT TIFR

TIFR is committed to maintaining a professional learning and working environment for its students, employees and guests. One of the Women cells' mandate is to prevent gender discrimination and inappropriate sexual conduct. This is best achieved through promoting gender sensitivity and justice amongst all TIFR employees. Below are points to be aware of as a member of TIFR.

What is sexual harassment? Sexual harassment implies unwelcome sexually determined behaviour (whether direct or by implications). Below are some examples:

- Uninvited insistence for sexual activity and unsolicited request for sexual favors.
- Unwelcomed patting, hugging or touching of a person's body, clothing or hair. This includes brushing against a person's body.
- Making unwanted sexual innuendos, jokes, comments.
- Unwanted commenting about a person's gender or body or clothing.
- Showing pictures or visuals of a sexual nature.
- Asking about a person's sexual experiences, fantasies or preferences. This includes sharing your own experiences, fantasies, preferences.
- Repeatedly asking a person to begin a relationship if it has been made clear that there is no desire for one.
- Making sexual gestures with hands or through body movements
- Indicating that promotion/advancement in your profession depends upon meeting a senior's/supervisor's sexual demands.
- Surreptitious use of technology to record and/or share any oral or visual activities of an individual.

What can you do? Know your rights:

- State your objections clearly to the person who is instigating the unacceptable behavior. Remain firm and committed.
- Continuation of unwanted acts should be reported to the Women's Cell.

To help improve the working environment at TIFR, here are a list of suggestions

NOT TO DO LIST

- Do not physically touch anyone (without permission) and do so only if the other party openly (and without coercion) agrees to the contact.
- Do not make sexist remarks or jokes that demean or humiliate any gender or category of people.
- Do not take pictures, videos or oral recordings of anyone without their freely given consent.
- Any written, multimedia, pictures, videos or oral recordings of a private sexual nature cannot be shared through e-mail, regular post, on social media or other websites.
- Do not send mixed signals – be firm and committed in your decision regarding any uncomfortable/unwanted action.

TO DO LIST

- Show and treat everyone in TIFR with respect.
- Any individual can ask that the door of an office be left open during any interaction.
- Any individual can request that meetings take place only during standard working hours and not in isolated areas.
- Any individual can request that meetings and study sessions take place in well lit public spaces rather than in rooms with limited access from the outside or in rooms that are private to one individual (e.g. bedroom in a hostel)

TIFR Women's cell handles all complaints regarding sexual harassment. Any member can be contacted with a written complaint (emails/letters suffice). Complete confidentiality is maintained. All complaints are evaluated and a resolution is reached..

Do not stay silent because you are afraid that no one will believe you. Do not stay silent if you are fearing ridicule.