

**The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, which came into effect on the ninth of December 2013, was enacted by the Indian government. This act implies the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and is an expansion of the Vishaka Guidelines, that had been issued by the Supreme Court in the year 1997. Sexual harassment results in infringements of women's fundamental rights to equality as defined in Articles 14 and 15 of the Constitution of India in addition to her right to live with dignity, as mentioned under the provisions of Section 21.

A woman's fundamental rights to equality under articles 14 and 15 of the Indian Constitution, her right to life and the right to live with dignity under the provisions of article 21 of the Constitution, and her right to practice any profession or engage in any trade, business, or occupation under article 19 of the Constitution which includes the right to work in an atmosphere free from sexual harassment—are all breached by sexual harassment. Hence, a woman has a legal right to a safe working environment.

**The Preamble of the POSH Act states, "Whereas sexual harassment results in a violation of a woman's fundamental rights to equality."**

#### **A). Definition of Sexual Harassment?**

- Sexual harassment is defined by the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** as any unwanted physical, verbal, or non-verbal conduct of a sexual nature, including advances and physical contact, demands or requests for sexual favors, sexually suggestive comments, the display of pornographic material, and any other unwelcome patterns of conduct.
- The Act additionally delineates the conditions in which a conduct counts as sexual harassment. These include implied or clear promises of favorable treatment at work; implied or direct threats of adverse treatment at work; implied or explicit threats concerning her employment status, either now or at some point in the future; interference with her work or the creation of an intimidating, obnoxious or hostile working atmosphere for her; or demeaning treatment that might jeopardize her health or safety.
- Physical contact with aggrieved women is not necessary for terming an act as sexual harassment. Any such act, action, or communication that creates a hostile work environment is Sexual harassment. Circulating inappropriate rumours, sharing lewd jokes, or verbally abusing a female worker also amounts to sexual harassment.
- The Act has a clearly defined complaint mechanism to ensure time-bound treatment of complaints. It should be noted that nowhere time limit for filing a report against the perpetrator is suggested, however, early reporting of such incidences is encouraged as a matter of personal right and dignity.

#### **B). Rights and Responsibilities of Employees:**

##### **1. Right to a Safe Workplace:**

- Every employee has the fundamental right to work in an environment that is free from any form of sexual harassment.
- This includes freedom from unwelcome advances, comments, gestures, or any other behavior of a sexual nature that creates a hostile or uncomfortable work environment.

**2. Right to Dignity and Respect:**

- Employees have the right to be treated with dignity, respect, and professionalism by their colleagues, superiors, and subordinates.
- No one should be subjected to derogatory remarks, jokes, or comments of a sexual nature that undermine their dignity or create an intimidating or offensive atmosphere.

**3. Right to Non-Discrimination:**

- Employees have the right to be free from discrimination based on their gender, sexual orientation, gender identity, or any other protected characteristic.
- Discriminatory behavior, including sexual harassment, is not only unethical but also illegal under the law.

**4. Responsibility to Respect Boundaries:**

- It is the responsibility of every employee to respect the personal and professional boundaries of their colleagues.
- This includes refraining from engaging in any behavior that may be perceived as harassment, even if it's unintentional, and being mindful of how one's words and actions may impact others.

**5. Responsibility to Communicate Clearly:**

- Employees should communicate with their colleagues in a clear, respectful, and professional manner at all times.
- If unsure about whether certain behavior may be considered inappropriate or unwelcome, err on the side of caution and refrain from engaging in such behavior.

**6. Responsibility to Report Incidents:**

- Employees have a responsibility to report any incidents of sexual harassment they witness or experience, regardless of the identity or position of the perpetrator.
- Reporting incidents promptly helps ensure that appropriate action can be taken to address the issue and prevent further harm.

**7. Responsibility to Support Colleagues:**

- Employees should offer support and assistance to colleagues who have experienced sexual harassment, including providing emotional support, accompanying them to report the incident, and encouraging them to seek help.

**8. Responsibility to Participate in Prevention Efforts:**

- Employees should actively participate in training sessions, workshops, and awareness programs organized by the institution to prevent sexual harassment in the workplace.
- By staying informed about their rights and responsibilities, employees can contribute to creating a culture of respect, equality, and inclusion in the workplace.

**9. Responsibility to Cooperate in Investigations:**

- If requested, employees should cooperate fully with any investigations into allegations of sexual harassment, providing truthful and accurate information to the designated authorities.
- Cooperation is essential for ensuring a fair and thorough investigation process and holding perpetrators accountable for their actions.
- By upholding their rights and responsibilities, employees of CSIR-CSIO can play a vital role in preventing sexual harassment and fostering a safe, respectful, and inclusive workplace environment for all individuals.

**C). Reporting Procedures for Employees:** The reporting procedures for employees of CSIR-CSIO:

**1. Recognizing Sexual Harassment:**

- Understand that sexual harassment can take various forms, including unwelcome advances, comments, gestures, or physical contact of a sexual nature.
- Trust your instincts and recognize when behavior crosses the line into harassment, making you feel uncomfortable, intimidated, or offended.

**2. Immediate Reporting:**

- If you experience or witness sexual harassment, it's essential to report it promptly to ensure timely intervention and resolution.
- Approach your supervisor or any designated member of the ICC committee to lodge your complaint.

**3. Confidential Handling:**

- Rest assured that your complaint will be handled with strict confidentiality to protect your privacy and maintain your dignity throughout the process.
- Understand that only relevant individuals involved in the investigation (ICC members), will have access to information regarding your complaint.

**4. Importance of Prompt Reporting:**

- Understand the importance of reporting incidents of sexual harassment as soon as possible to prevent further harm and ensure a swift response from the ICC team.
- Delay in reporting may allow the harassment to continue or escalate, potentially affecting other employees as well.

**5. Trust in the Investigation Process:**

- Have confidence in the ICC team's ability to conduct a thorough and impartial investigation into your complaint.
- Understand that the ICC team is well equipped to handle such sensitive matters with utmost professionalism, fairness, and empathy towards all parties involved.

**6. Supportive Environment:**

- Know that you're not alone in dealing with the aftermath of sexual harassment. Seek support from trusted colleagues, friends, or family members during this challenging time.
- Utilize the counseling services or support groups offered by CSIR-CSIO to address any emotional or psychological distress you may be experiencing.

**7. Follow-Up and Updates:**

- Expect regular updates from the ICC team regarding the progress of the investigation and any actions taken in response to your complaint.
- Feel free to seek clarification or express any concerns you may have about the process or outcomes of the investigation.

## **8. Non-Retaliation Policy:**

- Understand that CSIR-CSIO has a strict non-retaliation policy in place to protect employees who report incidents of sexual harassment from any form of reprisal or retaliation.
- Report any instances of retaliation or victimization to the ICC team immediately for appropriate action.

## **9. Trust in the System:**

- Trust that CSIR-CSIO is committed to creating a safe, respectful, and inclusive workplace environment for all employees.
- Your courage in coming forward with your complaint contributes to the institution's efforts in preventing and addressing sexual harassment effectively.

## **D). Support and Redressal for Employees:**

### **1. Institution's Commitment to Safety:**

- Understand that CSIR-CSIO is dedicated to providing a workplace environment that is safe, respectful, and free from sexual harassment.
- The institution upholds a zero-tolerance policy towards any form of harassment and is committed to addressing complaints promptly and effectively.

### **2. Access to Support Services:**

- Know that if you experience sexual harassment at CSIR-CSIO, you have the right to seek support and assistance from the ICC team.
- The ICC team is specifically selected to handle complaints of sexual harassment with sensitivity, empathy, and confidentiality.

### **3. Confidentiality and Privacy:**

- Rest assured that your complaint will be treated with strict confidentiality to protect your privacy and ensure your comfort throughout the process.
- Only relevant individuals (ICC Team) involved in the investigation, will have access to information regarding your complaint.

### **4. Emotional Support:**

- Seek emotional support from the ICC team if you're feeling distressed, anxious, or traumatized as a result of experiencing sexual harassment.
- The ICC team can provide guidance, counseling, and referrals to appropriate support services to address your emotional and psychological well-being.

### **5. Guidance through the Process:**

- Receive guidance and support from the ICC team on the steps involved in reporting and addressing your complaint of sexual harassment.
- The ICC team will explain the investigation process, your rights, and the support services available to you to help you navigate through the situation.

## **6. Legal Assistance:**

- Understand that you have the option to seek legal assistance and representation if you choose to pursue legal action against the perpetrator of sexual harassment.
- The ICC team can provide information and referrals to legal resources to help you understand your legal rights and options.

## **7. Protection from Retaliation:**

- Know that CSIR-CSIO has a strict non-retaliation policy in place to protect employees who report incidents of sexual harassment from any form of reprisal or retaliation.
- Report any instances of retaliation or victimization to the ICC team or HR immediately for appropriate action.

## **8. Follow-Up and Resolution:**

- Receive regular updates from the ICC team regarding the progress of the investigation into your complaint and any actions taken in response to it.
- Feel free to seek clarification or express any concerns you may have about the process or outcomes of the investigation.

## **9. Empowerment and Advocacy:**

- Know that by coming forward with your complaint of sexual harassment, you are contributing to the institution's efforts to create a safer and more respectful workplace environment for all employees.
- Your courage and advocacy play a crucial role in holding perpetrators accountable and preventing future incidents of sexual harassment.

By seeking support and redressal from the ICC team, employees of CSIR-CSIO can access the necessary assistance and resources to address incidents of sexual harassment effectively and ensure their well-being in the workplace.

## **E). Guidelines for Training and Awareness sessions on the POSH Act by the CSIR-CSIO ICC team:**

### **1. Mandatory Attendance:**

- Sensitization and awareness sessions on sexual harassment prevention are organized by the ICC of CSIR-CSIO periodically.
- It is mandatory for all employees to attend these sessions to stay informed about their rights and responsibilities under the POSH Act.

### **2. Importance of Participation:**

- Recognize the importance of participating in training and awareness sessions to enhance your understanding of sexual harassment prevention and the role of the ICC.
- Your active involvement contributes to creating a culture of respect, equality, and inclusion in the workplace.

### **3. Topics Covered:**

- Training sessions cover various topics, including the definition and types of sexual harassment, the legal framework of the POSH Act, the role and functions of the ICC, reporting procedures, and support services available.
- Stay engaged and attentive during the sessions to grasp the information effectively and apply it to your workplace interactions.

### **4. Rights and Policies:**

- Learn about your rights as an employee under the POSH Act, including the right to a safe working environment free from sexual harassment.
- Familiarize yourself with CSIR-CSIO's procedures on sexual harassment prevention, reporting, and redressal.

### **5. Responsibilities as an Employee:**

- Understand your responsibilities in preventing sexual harassment and supporting colleagues who may experience harassment.
- Respect the personal and professional boundaries of your colleagues and refrain from engaging in behavior that may be perceived as harassment.

### **6. Role of the ICC:**

- Gain insight into the role and functions of the Internal Complaints Committee (ICC) in addressing complaints of sexual harassment.
- Learn how to approach the ICC to report incidents of sexual harassment and seek assistance in resolving workplace conflicts.

### **7. Reporting Procedures:**

- Understand the step-by-step reporting procedures for incidents of sexual harassment, including whom to approach, how to document the complaint and the confidentiality measures in place.
- Feel confident in reporting incidents promptly to ensure timely intervention and resolution.

### **8. Support Services:**

- Be aware of the support services available to employees who experience sexual harassment, including counseling, legal assistance, and medical support.
- Encourage colleagues to seek help if needed and provide them with information about available resources.

### **9. Continuous Learning:**

- Recognize that learning about sexual harassment prevention is an ongoing process.
- Stay updated on any changes to the POSH Act or CSIR-CSIO's policies and procedures through regular communication and follow-up sessions.

## **10. Feedback and Suggestions:**

- Provide feedback and suggestions for improving the content and delivery of training and awareness sessions to make them more informative, engaging, and relevant to employees' needs.
- By adhering to these guidelines and actively participating in training and awareness sessions, employees of CSIR-CSIO can contribute to creating a safer, more respectful, and inclusive workplace environment for all individuals.

**F). Frequently Asked Questions (FAQs):** In this section, you may find answers to common questions about sexual harassment, reporting procedures, and support services.

### **Q1. What is Sexual Harassment at the Workplace?**

**Ans.** Sexual Harassment is any unwelcome act or behaviour (whether expressed or implied), such as:

-

- Physical contact or advance
- A demand or request for sexual favours
- Making sexually coloured remarks
- Showing pornography
- Any other physical, verbal, or non-verbal conduct of a sexual nature.

Sexual harassment at the workplace can take various forms. It can involve conduct such as:

- unwelcome touching, hugging or kissing
- staring or leering
- suggestive comments or jokes
- unwanted or persistent requests to go out
- intrusive questions about another person's private life or body
- Deliberately brushing up against someone
- insults or taunts of a sexual nature
- sexually explicit pictures, posters, screen savers, emails, twitters, SMS or instant messages
- accessing sexually explicit internet sites
- inappropriate advances on social networking sites
- behaviour that would also be an offence under the criminal law, such as physical assault indecent exposure sexual assault, stalking, or obscene communications.
- implied or explicit promise of preferential treatment in her employment; or
- implied or explicit threat of detrimental treatment in her employment; or
- implied or explicit threat about her present or future employment status; or interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- humiliating treatment likely to affect her health or safety.

### **Q2 How many kinds of sexual harassment at the workplace are there?**

**Ans.** Sexual harassment in workplace is of two kinds:

- Quid pro quo
- Hostile work environment

**Q3. What is the ‘Quid Pro Quo’ kind of sexual harassment at the workplace?**

**Ans.** Quid pro quo is a Latin term that literally means ‘this for that’.

Quid pro quo sexual harassment means subjecting a woman to unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature on account of the following:

- To force the woman to agree with such conduct by promising/threatening her (explicitly or implicitly) preferential/detrimental treatment in her job. For example: if you agree to accompany me on a study tour, I will give you a promotion or in case you refuse, I will transfer you to other place.
- Submission to or rejection of such conduct by the woman is used as the basis for deciding the future course of her job. For example: if you refuse to obey my demand, I will not renew your contract.

**Q4. What is a ‘hostile work environment’ kind of sexual harassment at the workplace?**

**Ans.** Creation of a hostile, intimidating, or offensive work environment to unreasonably interfere with a woman’s work performance or subject the woman to humiliating treatment likely to affect her health and safety.

**Q5. What is unwelcome sexual conduct?**

**Ans.** Sexual behaviour only becomes sexual harassment at the workplace only if it is unwelcome to the woman who receives such behaviour.

**Q6. Who can complain about sexual harassment at the workplace?**

**Ans.** Any woman above 18 years of age can complain about sexual harassment at the workplace. Those who are under 18 years of age can lodge an FIR under the Protection of Children from Sexual Offences Act, 2012.

**Q7. Does the act constituting sexual harassment have to exactly occur at the workplace?**

**Ans.** No. The act does not necessarily have to occur at the workplace only. It could occur in any of the following places:

- Social event organised by an employer,
- During work-related travel,
- At a client or customer’s premises,
- At training events, business lunches or dinners, promotional campaigns, or public relations events with clients, customers, or prospective partners or
- During work-related phone conversations or communications via electronic media.

**Q8. If I am a victim of sexual harassment, what should I do?**

**Ans.** If you feel comfortable in approaching the harasser yourself, you could directly tell the perpetrator that you find his behaviour unwelcome or inappropriate and ask him not to repeat it. Or



You can approach the Internal Complaints Committee established within your organization under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (the SH Act), 2013 with a written complaint. Or

In case, your organisation does not have ICC or if you want to make a complaint against the employer himself, or if you work in the capacity of domestic help, then you can lodge your complaint with Local Complaints Committee established in your respective district under the SH Act. Or,

You can contact the nearest police station to lodge an FIR against the perpetrator.

**Q9. What is the Internal Complaints Committee (ICC)?**

**Ans.** Every organization must constitute an Internal Complaints Committee (ICC) having the following members

- Chairperson – Women working at a senior level in the organisation
- 2 Members (at least) – Amongst employees committed to women's issues, have legal knowledge or experience in social work
- 1 External Member – familiar with issues relating to sexual harassment, or from an NGO or association committed to the cause of women.

If the organisation has workplaces located at different places or divisions or sub-division levels, then ICC will be constituted at every workplace.

**Q10. What is Local Complaints Committee (LCC)?**

**Ans.** The State Government will notify the District Magistrate/Additional District Magistrate/Collector/ Deputy Collector as District Officer in every district, who will constitute a Local Complaints Committee (LCC) to enable women in the unorganised sector or small establishments to work in an environment free of sexual harassment. The LCC will have the following members:

- Chairperson- Nominated from amongst the eminent women in the field of social work and committed to the cause of women
- Member- Nominated from amongst the women working in the block, taluka or tehsil or ward, or municipality in the district
- 2 Members- Nominated from amongst such NGO/ associations/persons committed to the cause of women or familiar with the issues relating to sexual harassment, provided that:
  - At least one must be a woman
  - At least one must have a background of law or legal knowledge
- Ex Officio member - The concerned officer dealing with social welfare or women and child development in the district.

**Q11. How to locate ICC within your organisation?**

**Ans.** As per the Act, the employer is obligated to display the order constituting ICC at any conspicuous place in the workplace. However, if this is not done, then one can contact the employer/head of the department/human resource department to obtain information about the ICC constituted under the SH Act.

**Q12. How to locate LCC in a particular district?**

**Ans.** For locating LCC or one of its members, one can adopt following measures:

- Contact the District Officer's office
- Contact One Stop Centre/Women Helpline (toll free thorough 181, 100, etc.) functioning in your district/State
- Contact the State Commission for Women
- Contact the State Department of Women and Child Development/department looking after women issues

**Q13. What if ICC/LCC is not constituted in the organisation?**

**Ans.** Non-constitution of Complaints Committee is punishable with a fine of Rs. 50,000/- and repeat offenders will be punished with cancellation/withdrawal of license/registration required for carrying on business activities. Non-compliance attracts heavy fines under the Companies Act 2013, which could lead to imprisonment as well. The aggrieved can approach the court to complain about the same.

**Q14. Who can make a complaint?**

**Ans.** • Aggrieved Women Herself, or

- In case of physical incapacity-
  - Her relative, Friend, Co-worker, or
  - Any person who knows about the incident with the written consent of the complainant
- In case of a mental incapacity-
  - Her relative, Friend, Special educator,
  - Qualified psychiatrist or psychologist, Guardian, or authority under whose care she is receiving treatment or care,
  - Any person who knows about the incident jointly with any person mentioned above
- In case a woman is unable to file a complaint for any other reason, by any person who knows about the incident with her written consent
- In case of a woman's death by
  - Any person who knows about the incident with the written consent of her legal heir
  - Legal Heir

**Q15. How to make a complaint of sexual harassment at the workplace under the SH Act?**

**Ans.** In case, an aggrieved woman is unable to submit a written complaint, the Complaints Committee will provide her all assistance so that the complaint could be submitted in written form.

Further, if the Complaints Committee is satisfied, it can extend the time limit for submission of complaint (not exceeding three months), however the reason for such extension will be recorded in writing.

**Q16. What will the Complaints Committee do when a complaint is submitted to it?**

**Ans.** The Complaints Committee (ICC/LCC) will conduct an inquiry into the complaint by calling all the concerned parties i.e., complainant, respondent [the person(s) against whom complaint is being made], witnesses etc. Later, on the basis of the testimonies of the concerned parties and evidences (documentary or otherwise) gathered, the Committee will frame its findings, which will be shared with the employer.

If the Committee comes to the conclusion that the allegations against the respondent are genuine, it shall recommend action that needs to be taken by the employer against such person. However, if the Committee concludes after inquiry that no case is being made against the respondent, it shall recommend that no action to be taken against the respondent.

**Q17 Can the complainant ask for some interim relief during the inquiry from ICC?**

**Ans.** During the inquiry, at the written request of complainant, ICC can provide following interim reliefs to the complainant:

- Transfer the complainant or respondent to any other place
- Grant leave to the complainant for upto 3 months in addition to her entitled leave
- Restrain the respondent from reporting on the work performance/ writing confidential report of aggrieved
- Restrain the respondent from supervising academic activities of aggrieved

**Q18. What kind of punishment could be awarded under the Act?**

**Ans.** • As prescribed under the Service Rules

- In case service rules do not exist
  - Disciplinary action including written apology, reprimand, warning, censure
  - withholding of promotion/ pay raise/ increment
  - Termination of employment
  - Undergo counselling
  - Community service
- Deduction from salary for:
  - Mental Trauma, pain, suffering, and emotional distress caused
  - Medical expenses incurred
  - The loss of career opportunity
  - The income and financial status of the respondent
- If the amount is not paid it can be recovered as arrear of land revenue

**Q19. Is the inquiry under the SH Act has to be completed in a given time frame?**

**Ans.** Yes, the POSH Act envisages a time-bound inquiry that needs to adhere to the following timelines:

<b>Description</b>	<b>Timeframe</b>
Submission of Complaint	Within 3 months of the last incident
Completion of Inquiry	Within 90 days
Submission of Report by ICC/LCC to employer/DO	Within 10 days of completion of the inquiry
Implementation of Recommendations by employer	Within 60 days
Appeal	Within 90 days of the recommendations

**Q20. What about maintaining the confidentiality of the cases related to sexual harassment at the workplace?**

**Ans.** The Act prohibits the disclosure of:

- Identity and address of complainant, respondent, and witnesses
- Information on conciliatory/ inquiry proceedings or recommendation of ICC or action taken by the employer.

**Breach of confidentiality will invite a penalty** of Rs. 5,000/- which will be collected by the employer.

**Exception:** Dissemination of information regarding the justice secured without disclosure of name, address, identity, and particulars of complainant or witnesses.

**Q21. What are the obligations of employer under the SH Act?**

**Ans. The obligations of employer under the SH Act:**

- Formulation of an Anti-Sexual Harassment Policy
- Display within organisations the penal consequences of sexual harassment at places where it could be viewed by majority of the people
- Create an ICC at each location and display their contact details
- Sensitisation and training of employees and ICC members
- Provide administrative support and monitor timely submission of reports by ICC
- Mention the number of cases filed and disposed of under the SH Act within organisation's annual report.
- Help the aggrieved women in registering criminal case, if she so desires.

**Q22. Can I register both FIR and lodge complaint with Complaints Committee at the same time?**

**Ans.** Yes, a woman if she chooses to do so may both file the FIR with the police and complaint with Complaints Committee simultaneously.

The contents of this document have been sourced from the following:

1. Ministry of Women & Child Development website (<http://www.shebox.nic.in/user/faq>). Handbook issued by Ministry of Women & Child Development.

2. [https://en.wikipedia.org/wiki/Sexual\\_Harassment\\_of\\_Women\\_at\\_Workplace\\_\(Prevention,\\_Prohibition\\_and\\_Redressal\)\\_Act,\\_2013](https://en.wikipedia.org/wiki/Sexual_Harassment_of_Women_at_Workplace_(Prevention,_Prohibition_and_Redressal)_Act,_2013)
3. [https://www.mondaq.com/india/employee-rights-labourrelations/876830/sexual-harassment-of-women-at-workplace-a-brief-analysis-of-the-posh-act-2013#\\_ftn](https://www.mondaq.com/india/employee-rights-labourrelations/876830/sexual-harassment-of-women-at-workplace-a-brief-analysis-of-the-posh-act-2013#_ftn)
4. [https://en.wikipedia.org/wiki/Vishakha\\_and\\_others\\_v\\_State\\_of\\_Rajasthan](https://en.wikipedia.org/wiki/Vishakha_and_others_v_State_of_Rajasthan)
5. [https://www.mca.gov.in/Ministry/pdf/companisAccountsRules\\_31072018.pdf](https://www.mca.gov.in/Ministry/pdf/companisAccountsRules_31072018.pdf)
6. Booklet on POSH Act & SDG 5- Tools for Women Empowerment. The Publication Department on behalf of Women Members Empowerment Committee, The Institute of Chartered Accountants of India, ICAI Bhawan, Post Box No. 7100, Indraprastha Marg, New Delhi-110 00. [wmc.icai.org](http://wmc.icai.org), [www.icai.org/wp](http://www.icai.org/wp)

### **G. Contacts and Resources for Reporting Sexual Harassment:**

#### **Internal Complaints Committee (ICC):**

- The Internal Complaints Committee (ICC) is responsible for receiving and addressing complaints of sexual harassment of women employees in the CSIR-CSIO, Chandigarh.
- Contact the designated members of the ICC to report incidents of sexual harassment confidentially.
- For any POSH-related queries or complaints, you may contact the CSIR-CSIO ICC posh cell at the email id: [iccposh@csio.res.in](mailto:iccposh@csio.res.in)
- Internal Complaints Committee (ICC) for complaints of sexual harassment of women employees at CSIR-CSIO, Sector-30C, Chandigarh as stated below:

Sr. No	Name	ICC	Contact details	
			Phone number	Email id
1	Dr. Inderpreet Kaur	Chairman	9780263525	inderpreet@csio.res.in
2	Dr. Dinesh Pankaj	Member	9417777367	dineshpankaj@csio.res.in
3	Dr. Amitava Das	Member	9876273772	adas@csio.res.in
4	Dr. Aparna Akula	Member	9569213045	aparna.akula@csio.res.in
5	Smt. Bandhana Khullar	Member	9781877762	bandhana@csio.res.in
6	Dr. Sonali Vatsyayan	Member	7206009555	sonalivatsyayan@csio.res.in
7	Prof. Supinder Kaur	External Member		
8	Ms. Divya Godara	Advocate, External Member		

**H. Compliance Acknowledgement:**

Sign to acknowledge that you have received and understand the POSH toolkit of CSIR-CSIO, Sector-30C, Chandigarh, and your obligations under the POSH Act for the institute.

**Signature** \_\_\_\_\_

**Name** \_\_\_\_\_

**Designation** \_\_\_\_\_

**Division** \_\_\_\_\_

**Date** \_\_\_\_\_