



SEXUAL HARASSMENT WILL NOT BE TOLERATED AT CIS

WHAT IS SEXUAL HARASSMENT?

Sexual harassment constitutes unwelcome sexually tinted behaviour, whether directly or by implication, such as

- physical contact and advances,
- demand or request for sexual favours,
- making sexually coloured remarks,
- showing pornography, or
- any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

WHAT IS THE 'WORKPLACE'?



'Workplace' includes any place visited by the CIS member arising out of or during the course of employment. This includes the offices, events, conferences, including transportation provided by the employer. It also includes work related interactions on online channels, social media, events and conferences.

WHO DOES THIS POLICY APPLY TO?

This policy covers any person working out of the CIS workplace, whether of regular, temporary or ad hoc basis, either directly or indirectly, whether for paid or not, including long-term visitors and recurring visitors. Accordingly, CIS members, whether on probation or permanent; staff; fellows; distinguished fellows; consultants; interns; board and society members are included in this policy.

WHOM SHOULD I COMPLAIN TO?

By law, we have an 'internal committee' ("IC") to hear and redress grievances pertaining to sexual harassment. Please reach out to icc@cis-india.org for any queries or complaints.

For more information on our POSH policy, please see cis-india.org/about/policy-on-prohibition-of-sexual-harassment

