

PREVENTION OF SEXUAL HARASSMENT (POSH)



HR DEPARTMENT



PURPOSE

To create and maintain safe work environment which is free from sexual harassment.

The objective of the Prevention of Sexual Harassment policy at IMI Technologies is to bring in a 'zero tolerance' on discrimination and promote a work environment that encourages mutual respect, promotes respectful and congenial relationships between associates, and is free from all forms of sexual harassment to any associate or applicant for employment by anyone including vendors, or customers.



AIM

The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, also known as the "POSH Act," is an Indian law that aims to make workplaces safer for women by preventing, forbidding, and redressing acts of sexual harassment against them.

In IMI Technologies, both the genders work in different departments virtually. We at IMI aim to secure both genders and want them to respect each other in the organization giving each a safe and secure environment which is free from any kind of harassment.

Harassment is defined as objectionable behavior that has the potential to negatively affect one's mental and physical well-being, productivity, and/or relationships, thereby leading to a toxic workplace environment.



WHAT IS SEXUAL HARASSMENT AT THE WORKPLACE?

“Sexual Harassment” includes anyone or more of the following unwelcome acts or behaviour (whether directly or by implication), namely:

1. Physical contact or advances;
2. A demand or request for sexual favours;
3. Making sexually coloured remarks;
4. Showing pornography;
5. Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature



SOME EXAMPLES OF BEHAVIOUR THAT CONSTITUTE SEXUAL HARASSMENT AT THE WORKPLACE:

1. Making sexually suggestive remarks or innuendos.
2. Serious or repeated offensive remarks, such as teasing related to a person's body or appearance.
3. Offensive comments or jokes.
4. Inappropriate questions, suggestions or remarks about a person's sex life.
5. Displaying sexist or other offensive pictures, posters, mms, sms, whatsapp, or e-mails.
6. Intimidation, threats, blackmail around sexual favours.
7. Threats, intimidation or retaliation against an employee who speaks up about unwelcome behaviour with sexual overtones.
8. Unwelcome social invitations, with sexual overtones commonly understood as flirting.
9. Unwelcome sexual advances which may or may not be accompanied by promises or threats, explicit or implicit.



SOME EXAMPLES OF BEHAVIOUR THAT CONSTITUTE SEXUAL HARASSMENT AT THE WORKPLACE

10. Physical contact such as touching or pinching.
11. Caressing, kissing or fondling someone against her will (could be considered assault).
12. Invasion of personal space (getting too close for no reason, brushing against or cornering someone).
13. Persistently asking someone out, despite being turned down.
14. Stalking an individual.
15. Abuse of authority or power to threaten a person's job or undermine her performance against sexual favours.
16. Falsely accusing and undermining a person behind closed doors for sexual favours.
17. Controlling a person's reputation by rumour-mongering about her private life.



What Steps Can Employees Take to Avoid Sexual Harassment?

Dealing with the harasser upfront

- Do not pretend it did not happen
- Immediately inform the alleged harasser that the behavior is unwelcome
- Demand that the harassment be stopped
- Reinforce your statements with a firm tone and professional body language.

Other Steps

- Trust your own instincts about possible danger
- Discuss it with a close friend or confidant
- Report sexual harassment to the company's Harassment Redressal Committee.
- Be professional at all times.
- Do not feel compelled to accept behavior that makes you uncomfortable, even if others are willing to tolerate it.
- Be supportive of people who wish to talk about their being sexually harassed & direct them to the appropriate persons/authorities.

Internal Complaints Committee Members

Mrs. Sapna (HR Department)

Mrs. Subhashree (HR Department)

Ms. Neha Sayed (Director, IMI)

Mr. Azeem Mohammed

Mr. Faheem Qamer (Lawyer)

POSH Training Assessment

1. What is Posh Act ?
2. What is sexual harassment and types of sexual harassment.
3. What to do if you're being harassed or have been harassed sexually assaulted?
4. What Steps can employees take to avoid sexual harassment?
5. What are consequences of Sexual Harassment at workplace ?

PLs copy this assessment with your answers and send to hr@implementmyidea.com and sapna@implementmyidea.com

Our Company Constituted Anti - Sexual Harassment Policy



Thank You!

