



FIIB SEXUAL HARASSMENT POLICY

FIIB strives to provide a place of work and study free of sexual harassment, intimidation or exploitation. Where sexual harassment has occurred, FIIB has acted to stop the harassment, prevent its recurrence, and discipline and/or take other appropriate action against those responsible for the act.

Applicability

The sexual harassment policy will be effective from 7th December 2010. All employees (Faculty, staff) and students will be bound by this policy.

Policy

FIIB will have a ZERO TOLERANCE sexual harassment policy. Anyone found guilty by the Core Committee (post investigation on any complaint) shall face requisite action taken up by the FIIB management based on the recommendation of the committee, not excluding debarring of a student or termination of an employment contract of an employee with immediate effect

Definition and Example

What is sexual harassment?

Article 51A(e) of the Constitution imposes on every citizen by way of fundamental duty the responsibility to renounce practices derogatory to the dignity of women. The Honorable Supreme Court passed judgment in the case of Vishaka and Ors. Vs. State of Rajasthan & Ors., AIR 1997 SC 3012, wherein 'sexual harassment' has been defined as under:

"Sexual harassment includes such unwelcome sexually determined behaviour whether directly or by implication, as:

- Physical contact and advances;
- demand or request for sexual favors;
- sexually colored remarks;
- showing pornography;
- any other unwelcome physical, verbal or non-verbal conduct of a sexual nature."

Procedure

- Verbal description (if required) followed by a written complaint (with sufficient detail) to be filed to any one member of the committee in confidence
- Committee members to hear the complainant with a quorum of atleast 3 members

- Sensitivities of working relationship(s) to be respected and enquiry carried out confidentially
- Maximum 30 days for investigation (interviewing of complainant, witnesses and accused could be involved)
- Recommended action and formal resolution from complaint committee to be provided to management

Complaint Committee

Radhika Shrivastava (Presiding Officer)
Dr. A. K. Sinha

Policy Review and Application

This policy will be in effect from December 7th, 2010. The existing policy will be refined after the passing of the New Bill in Parliament and the recommendations arising from the Bill or as and when required.

I have read and understood the FIIB sexual harassment policy and agree to abide by it.

Signature of Student: _____

Name in capital letters: _____

Date: _____