

Vardhman Mahavir Medical College & Safdarjung Hospital

A SAFE WORK PLACE IS EVERY WOMAN'S RIGHT

WHAT IS SEXUAL HARASSMENT?

Any unwelcome act or behavior, directly or by implication:

- 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 sexual nature.

CIRCUMSTANCES CONSIDERED AS SEXUAL HARASSMENT AT WORKPLACE:

- 1) Implied or explicit promise/threat of preferential/detrimental treatment.
- 2) Implied or explicit threats about her present or future employment status.
- 3) Interference with her work or creating a hostile, intimidating or an offensive work environment.
- 4) Humiliating treatment likely to affect her health or safety

INTERNAL COMPLAINT COMMITTEE (ICC) OF VMMC & SJH

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WHAT SHOULD THE COMPLAINT CONTAIN?

- 1) Any aggrieved woman may make the complaint in writing within 90 days of the incident.
- 2) It should include relevant dates, timings, name of the respondent(s) and working relationship between the parties.