

Internal Complaints Committee

DRILS is committed to a zero-tolerance policy with regard to inappropriate conduct at the workplace. The objective of the Internal Complaints committee is to prevent sexual harassment and gender discrimination and ensure a safe working environment for students and employees.

ICC at DRILS:	Contact	Email
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What constitutes sexual harassment

Sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- Making unwelcome sexual advances
- Demanding or requesting for sexual favours
- Making inappropriate physical contact, lewd gestures
- Displaying sexually graphic materials including pornography
- Sending sexually explicit e-mails or voice mails
- Making sexually graphic jokes and comments
- Commenting about an employee's physical appearance
- Teasing or other conduct directed towards a person because of his or her gender
- Conditioning a job benefit on submission to sexual favours

Sexual harassment need not involve physical contact. Any act that creates a hostile work environment - be it by virtue of cracking lewd jokes, verbal abuse, circulating lewd rumours etc. counts as sexual harassment.

What you can do:

State your opinion and objection firmly and clearly to the offending party, irrespective of who they are.

Report continued harassment to any member of the ICC or any senior employee (who will bring it to the attention of the ICC), in writing.

Actions of the committee:

Every written complaint will be investigated by the committee and suitable disciplinary action will be recommended to the Director within the stipulated time.

If the complaint is found to be false, suitable disciplinary action will be recommended against the person making the complaint.