

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act came into existence in April, 2013

TIFAC HAS A STRONG STANCE AGAINST ANY FORM OF SEXUAL HARASSMENT/ MISCONDUCT TO ANY OF ITS EMPLOYEES/ VISITORS

WHAT IS SEXUAL HARASSMENT?

One or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:

- Physical contact , gestures or stalking, or
- A demand or request for sexual favours, or
- Sexually oriented remarks, or
- Showing pornography, or
- Letter, SMS, Phone, Email or Any other means of communication for perpetrating offensive acts, or
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

WHERE AND WHOM TO LODGE A COMPLAINT?

If you are a victim of sexual harassment or perceive yourself to be, immediately contact personally or through telephone/email/letter, to any member of TIFAC-ICC. Complaints can be made by the person harassed or even by a third party. The complaint and identity of complainant will be kept CONFIDENTIAL as warranted by SHWW Act.

TIFAC- Internal Complaints Committee (ICC)

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