



ZERO TOLERANCE TO SEXUAL HARASSMENT @ NIA

SEXUAL HARASSMENT AT WORK / CAMPUS COULD MEAN

- Unwelcome physical, verbal or non-verbal conduct of sexual nature
- Making sexually coloured remarks
- Showing pornography
- A demand or request for sexual favour

CIRCUMSTANCES CONSIDERED AS SEXUAL HARASSMENT

(The following circumstances, combined with any act or behavior of sexual harassment, also amount to sexual harassment)

- Promise of preferential treatment at work / campus
- Threat of detrimental treatment in office
- Threat about present or future employment / education
- Interference with work or creating an intimidating / hostile work / learning environment

WHAT IS WORKPLACE / CAMPUS?

- Workplace includes any place visited by the employee arising out of employment, including office cab or office party. Campus means location of institute and its facilities like libraries, lecture halls, residences, halls, toilets, student centres, hostel, dining hall, stadium, parking, health centres etc. and also includes extended campus.

WHAT IS EXTENDED CAMPUS?

- Extended campus includes places visited as a student including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, places used for campus, cultural festivals, sports meets and any other activity where a person is participating in the capacity of a student.

REDRESSAL OF COMPLAINT

THE LEGAL REMEDY

- Women Employees - regular, temporary, ad-hoc, daily wages, either directly or through agent, including a contractor can seek redressal of their complaint/s
- Male/Female student registered with NIA for educational programme can seek redressal of their complaint/s

PUNISHMENT FOR FALSE COMPLAINT

- Punishment for false or malicious complaint and false evidence liable for action as stipulated in the SHWW Act.

SECURITY OF INFORMATION

- All the information about the complainant would not be disclosed to anybody and will be treated as strictly confidential

ICC Members and their Contact Nos.:-

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