

Prevention of sexual harassment (POSH)

INTERNAL COMPLAINT COMMITTEE (ICC)

The policy has been framed in accordance with the provisions of “The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013”. Accordingly, while the policy covers all the key aspects of the Act, for any further clarification reference shall always be made to the Act and its revisions and the provisions of the Act shall prevail.

What Steps Can Consultant/staff Take to Avoid Sexual Harassment?

1. Dealing with the harasser upfront
2. Do not pretend it did not happen
3. Immediately inform the alleged harasser that the behavior is unwelcome
4. Demand that the harassment be stopped
5. Reinforce your statements with a firm tone and professional body language.

Other Steps

1. Trust your own instincts about possible danger
2. Report sexual harassment to the FIND India’s Internal Complaint Committee.
3. Be professional at all times.
4. Do not feel compelled to accept behavior that makes you uncomfortable, even if others are willing to tolerate it.
5. Be supportive of people who wish to talk about their being sexually harassed & direct them to the ICC.

The Internal Complaint Committee of FIND India for redressal of complaints of sexual harassment, is constituted with the following composition:

Sl. No.	Name	Position/Expertise	Role in ICC	Contact No.	Email ID
1	Dr Archana Beri	Medical Officer	Chairperson	+91 9765988302	poshicc-in@finddx.org
2	Ms. Rashmi Singh	POSH Expert	External member	+91 9899978916	
3	Ms. Sharon Saacks	Senior Director, Programme Operations	Internal member	+41 792607565	
4	Ms. Sikha Panda	Biomedical Engineer	Internal member	+91 7261827896	
5	Mr. Tajamul Showket	Monitoring & Evaluation Analyst	Internal member	+91 9810110824	
6	Dr. Vidyanidhi Gumma	Senior Microbiologist	Internal member	+91 8527654454	

**POSH policy document is placed as Annexure I to the HR handbook, which is available on Microsoft SharePoint, HR Policy section*