

## **ANTI SEXUAL HARASSMENT POLICY AT IPE**

IPE will not, under any circumstances, condone or tolerate conduct which may constitute sexual harassment on the part of its management, supervisors or non-management personnel. It is our policy that all persons have the right to work in an environment free from any type of sexual harassment. When a complaint of sexual harassment is received at IPE, an Anti Sexual Harassment Committee will be set up in accordance with the guidelines laid down by the Hon'ble Supreme Court in *Vishaka v. State of Rajasthan*, which will conduct an inquiry into the allegations contained in the complaint. Any person found to have engaged in such conduct will be subject to immediate discipline up to and including discharge.

Sexual harassment has been defined as:

“Unwelcome sexually determined behaviour (whether directly or by implication) such as:

- (a) physical contact and advances,
- (b) demand or request for sexual favours,
- (c) sexually coloured remarks,
- (d) showing pornography, or
- (e) any other unwelcome physical, verbal or non-verbal conduct of sexual nature,

in circumstances which give rise to a reasonable apprehension that such conduct would disadvantage / humiliate the victim or would

pose a safety / health hazard to her, in connection with her employment or work.”

We, at IPE, do encourage healthy fraternization among our personnel; however, personnel, especially management and supervisory personnel, must be sensitive to acts of conduct which may be considered offensive by fellow personnel and must refrain from engaging in such conduct. It is also expressly prohibited for any person to retaliate against a person who brings sexual harassment charges or assists in investigating charges. Retaliation is a violation of this policy and may result in discipline, up to and including termination. No person will be discriminated against, or discharged, because of bringing or assisting in the investigation of a complaint of sexual harassment. Any person found to have knowingly made false complaints of sexual harassment will be subject to discipline, up to and including termination.

Given the sensitive nature of cases of sexual harassment and their impact on the victim as well as the person against whom such allegations are levelled, IPE is committed to maintaining confidentiality in relation to such complaints and the resultant inquiry.