

Prevention of Sexual Harassment

Sexual Harassment is a serious offence and results in the violation of fundamental rights to equality, liberty and life of a person.

This Policy aims to ensure the Prevention, Prohibition, and Redressal of Sexual Harassment. The policy also sets out a procedure for addressing complaints w.r.t. sexual harassment.

Sexual Harassment includes any unwanted conduct of sexual undertones which demeans, humiliates or creates a hostile and intimidating environment. Such conduct can be physical, verbal or non-verbal conduct of sexual nature or any other act which amounts to harassment on the grounds of sex. It may be a single instance or persistent conduct.

This categorically includes physical contact, demands or requests for sexual favours, sending undesirable sexually coloured oral or written messages, text, email, or any such messages by electronic, manual or other means, stalking and other acts of such nature.

The 'Prevention of Sexual Harassment at Cliantha Research aims Redressal of Complaints Regulations inclusively define sexual harassment and provide for the constitution of an Internal Committee [IC] to address complaints of sexual harassment.

- The IC is duty-bound to maintain confidentiality and conduct proceedings, respecting sensitivities of participants while bringing a resolution to the matter within stipulated timelines.
- An individual/employee subjected to sexual harassment within the organization can file a complaint with the IC on the below mentioned e-mail or contact number.
- Cliantha Research abides by a gender-neutral sexual harassment policy. Any person, including but not limited to employees of the organization, who is subjected to sexual harassment within the organization may file a complaint with the IC.

Cliantha Research aims to promote and provide a safe environment, by creating an effective redressal mechanism against sexual harassment.

We affirm our zero-tolerance policy towards sexual harassment.

One may file complaint to icc@cliantha.com or +91 75750 45180.