

POSH

In alignment with the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act)**, the Indian Society of International Law (ISIL) reaffirms its commitment to fostering a workplace that is safe, respectful, inclusive, and free from gender bias or any form of sexual harassment.

The ISIL has adopted a comprehensive framework designed to prevent, prohibit, and redress incidents of sexual harassment at the workplace. This framework not only complies with statutory requirements under the POSH Act, 2013, but also reflects ISIL's core values of dignity, equity, and professional integrity.

Objectives

- To create and maintain a secure, dignified, and gender-sensitive work environment.
- To ensure awareness, prevention, and timely redressal of complaints.
- To uphold the principles of fairness, confidentiality, and non-retaliation in handling cases.

Scope

This policy applies to all employees, interns, scholars, students and visitors associated with ISIL, irrespective of their work location, designation, or contractual status.

Internal Complaints Committee (ICC)

In compliance with the POSH Act, the ISIL has constituted an ICC with the following composition:

- **Presiding Officer:** Dr Kanika Sharma (9599969740)
- **Members 1.** Dr Anwar Sadat (9899079998)
- **Member 2.** Dr Meenakshi Bhan Harith (9810201285)
- **Member 3.** Ms. Rakhi Bakshi (8800555110)
- **External Member.** Ms. Surabhi Agarwal (Advocate)

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The ICC is empowered to:

- Receive, investigate, and address complaints of sexual harassment in a time-bound manner.
- Recommend appropriate action based on its findings.
- Ensure confidentiality and protection for the complainant.

Preventive Measures

- Periodic awareness programmes and sensitisation workshops for staff and interns.
- Display of POSH policy and contact details of ICC members at prominent locations.
- Encouragement of bystander awareness and reporting.

Commitment

the ISIL reaffirms its **zero-tolerance policy** towards sexual harassment and assures all members of a respectful workplace where dignity, equality, and trust remain paramount.