

## Zero tolerance to sexual harassment at Indian Institute of Public Health, Hyderabad

The **Indian Institute of Public Health, Hyderabad** is committed to a workplace where everyone is treated with respect and dignity. We ensure an environment free from prejudice, gender bias, and any form of sexual exploitation or abuse, fostering safety and inclusivity for all.

The Prevention of Sexual Harassment Policy (“POSH Policy”) is formulated as per the guidelines prescribed in the “Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013” (the “POSH Act”).

The Indian Institute of Public Health, Hyderabad upholds a zero-tolerance policy towards sexual harassment in the workplace for all employees, suppliers, customers, contractors, and visitors. Committed to fostering a safe and inclusive environment, the institute champions gender equality and ensures that everyone is treated with dignity and respect. In line with this commitment, a POSH Internal Committee (IC) has been established to prevent, address, and resolve any complaints of sexual harassment, as outlined in our policy.

The current composition of the ICC includes seven internal members and one external member.

POSH Internal Committee:

Sl.No	Post of Committee Members	Employee Name	Email ID
1	Chairperson	Dr. Josyula Kunhi Lakshmi	jklakshmi@iiphh.org
2	Internal Member	Ms. Subhashini	subhashini.s@iiphh.org
3	Internal Member	Dr. Gowri Iyer	gowri.iyer@iiphh.org
4	Internal Member	Ms.Vijaya lakshmi B	vijaya.b@iiphh.org
5	Internal Member	Ms. Janani Chary	janani.chary@iiphh.org
6	Internal Member	Ms. Juveriya Begum	juveriya.mph2023@iiphh.org
7	Internal Member	Dr. Rajan Shukla	rajan.shukla@iiphh.org
8	External Member	Dr. G Rajalakshmi	raji@tifrh.res.in

Internal Committee email ID – [icc@iiphh.org](mailto:icc@iiphh.org)

For any clarifications, queries, or complaints, please reach out to the committee. We ensure a fair, unbiased, and gender-neutral process for addressing all complaints. Every complaint will be handled with confidentiality, and necessary disciplinary actions, including warnings or termination of employment, will be taken as appropriate. We are dedicated to fostering a culture of mutual respect for everyone.

