

Prevention of Sexual Harassment Policy Runner's High, Bangalore

1. Objective

To provide a safe environment, free from any form of sexual harassment to the members of the Runner's High community.

2. Scope

The policy is applicable for all runners, physios and coaches of Runner's High and its extended communities.

3. Effective Date

12th November 2017

4. Policy Description

Background

Runner's High (RH) is committed to providing an environment free from sexual harassment for its runners, physios, and coaches. For the purpose of this document, the term Runner's High (RH) community refers to its runners, physiotherapists, and coaches.

The policy is as per Sexual harassment of Women at Workplace Act, 2013. Runner's High has constituted a POSH Complaints Committee comprising of 5 members to deal with any complaints from any of the members of the RH community.

What Constitutes as Sexual Harassment

Sexual harassment acts can be any of the following, though the list is not exhaustive:

- Any unwelcome sexually determined behavior (whether directly or by implication)
 - Physical contact and advances
 - Demand or request for sexual favors
 - Sexually colored remarks
 - Showing pornography
 - Any unwelcome conversations, messages or acts that are deemed uncomfortable
 - Any unwelcome verbal conduct of sexual nature
 - Any unwelcome non-verbal conduct of sexual nature
- Any act that creates a hostile environment by virtue of cracking lewd jokes, verbal abuse, circulating lewd rumors etc.

Runner's High recognizes two forms of sexual harassment:

- **Quid pro quo** - When an individual is sexually harassed by another person in position of power
- **Hostile environment** - When an environment is created that is intimidating and interferes with the normal activities of an individual

Raising a Complaint of Sexual Harassment

The victim of a sexual harassment complaint is termed as **aggrieved**, and the accused as **respondent**. Anyone who perceives sexual harassment for self or is a witness to an act of sexual nature can raise a complaint with the complaints committee. This is done by sending a mail to posh@runnershigh.in.

Handling Complaints of Sexual Harassment

The POSH Complaints Committee has set for a process to handle all complaints of sexual harassment. On receipt of a mail to posh@runnershigh.in, the complaint will be taken up, and a series of fact-finding investigations will be conducted by the members of the POSH Complaints Committee. At the conclusion of the investigation, a report will be submitted to Mr. Santhosh Padmanabhan, who is owner of Runner's high.

Extended Workplace

Runner's High has defined what will be deemed as extended workplace.

- a. Any location where a run is organized by Runner's High
- b. Any event where Runner's High invites its runners to participate
- c. Any social gathering organized by Runner's High or buddy groups of Runner's High
- d. Any medium of training where Runner's High invites its runners to participate for workouts or sessions such as online strength training workout, information sessions etc.
- e. Any WhatsApp group that is created by Runner's High or Runner's High coaches for purposes of information dissemination or managing buddy groups
- f. Any vehicle in which the runner is travelling to participate in any of the above

Runner's High has a detailed policy on Prevention of Sexual Harassment, which is accessible to the RH Community.