



Padmini Baruah &lt;pdmnbaruah@gmail.com&gt;

---

## Sexual Harassment Policy at ICANN55

---

**Padmini** <pdmnbaruah@gmail.com>  
To: Chris LaHatte <chris.lahatte@icann.org>

Thu, Mar 3, 2016 at 9:12 PM

Thank you so much, looking forward.

On Mar 3, 2016 9:11 PM, "Chris LaHatte" <chris.lahatte@icann.org> wrote:

Yes, my office is at Menara 10 on Level 0 of the meeting venue. See you then!

Regards

Chris LaHatte

Ombudsman

Blog <https://omblog.icann.org/>

Webpage <http://www.icann.org/en/help/ombudsman>

For feedback on how I am doing <http://www.icannombudsman.feedback/>

### Confidentiality

All matters brought before the Ombudsman shall be treated as confidential. The Ombudsman shall also take all reasonable steps necessary to preserve the privacy of, and to avoid harm to, those parties not involved in the complaint being investigated by the Ombudsman. The Ombudsman shall only make inquiries about, or advise staff or Board members of the existence and identity of, a complainant in order to further the resolution of the complaint. The Ombudsman shall take all reasonable steps necessary to ensure that if staff and Board members are made aware of the existence and identity of a complainant, they agree to maintain the confidential nature of such information, except as necessary to further the resolution of a complaint.

**From:** Padmini [mailto:pdmnbaruah@gmail.com]  
**Sent:** Friday, March 04, 2016 4:17 AM  
**To:** Chris LaHatte <chris.lahatte@icann.org>  
**Subject:** RE: Sexual Harassment Policy at ICANN55

Does Saturday at about four sound feasible to you, sir?

On Mar 3, 2016 8:46 PM, "Chris LaHatte" <chris.lahatte@icann.org> wrote:

I will be available from Saturday onwards, and fairly free most days so far, Please let me know when would suit.

Regards

Chris LaHatte

Ombudsman

Blog <https://omblog.icann.org/>

Webpage <http://www.icann.org/en/help/ombudsman>

For feedback on how I am doing <http://www.icannombudsman.feedback/>

#### Confidentiality

All matters brought before the Ombudsman shall be treated as confidential. The Ombudsman shall also take all reasonable steps necessary to preserve the privacy of, and to avoid harm to, those parties not involved in the complaint being investigated by the Ombudsman. The Ombudsman shall only make inquiries about, or advise staff or Board members of the existence and identity of, a complainant in order to further the resolution of the complaint. The Ombudsman shall take all reasonable steps necessary to ensure that if staff and Board members are made aware of the existence and identity of a complainant, they agree to maintain the confidential nature of such information, except as necessary to further the resolution of a complaint.

**From:** Padmini [mailto:[pdmnbaruah@gmail.com](mailto:pdmnbaruah@gmail.com)]

**Sent:** Friday, March 04, 2016 3:58 AM

**To:** Chris LaHatte <[chris.lahatte@icann.org](mailto:chris.lahatte@icann.org)>

**Subject:** RE: Sexual Harassment Policy at ICANN55

Monsieur LaHatte,

I will go through this. Thank you for the feedback . May I schedule an appointment to talk to you about this?

Regards

Padmini

On Mar 3, 2016 8:23 PM, "Chris LaHatte" <[chris.lahatte@icann.org](mailto:chris.lahatte@icann.org)> wrote:

Dear Padmini

Thank you for contacting me about this matter, which is timely. I don't know if you are aware of the present policy about behaviour at ICANN meetings which can be found here- [https://meetings.icann.org/sites/default/files/icann-standards\\_of\\_behavior-jul14.pdf](https://meetings.icann.org/sites/default/files/icann-standards_of_behavior-jul14.pdf)

As you will see there is a generic reference about treating each other with respect and civility. I would be most

interested to discuss with you whether this is adequate, and whether a more sophisticated and nuanced policy should be adopted. It is certainly something where I have the ability to make a recommendation to our meeting team. You may be aware that I have an office at the meeting and perhaps we could meet to discuss this further. I look forward to further discussion

Regards

Chris LaHatte

Ombudsman

Blog <https://omblog.icann.org/>

Webpage <http://www.icann.org/en/help/ombudsman>

For feedback on how I am doing <http://www.icannombudsman.feedback/>

#### Confidentiality

All matters brought before the Ombudsman shall be treated as confidential. The Ombudsman shall also take all reasonable steps necessary to preserve the privacy of, and to avoid harm to, those parties not involved in the complaint being investigated by the Ombudsman. The Ombudsman shall only make inquiries about, or advise staff or Board members of the existence and identity of, a complainant in order to further the resolution of the complaint. The Ombudsman shall take all reasonable steps necessary to ensure that if staff and Board members are made aware of the existence and identity of a complainant, they agree to maintain the confidential nature of such information, except as necessary to further the resolution of a complaint.

**From:** Padmini [mailto:[pdmnbaruah@gmail.com](mailto:pdmnbaruah@gmail.com)]

**Sent:** Wednesday, March 02, 2016 12:38 PM

**To:** [ombudsman@icann.org](mailto:ombudsman@icann.org)

**Subject:** Sexual Harassment Policy at ICANN55

Good evening,

Ms. Avri Doria directed me towards you in this regard. By way of introduction, I am currently a student of the law from India, and will be attending ICANN 55 as a part of the Mentorship programme.

My query stems from my experience at ICANN 54 in Dublin. I was amazed to find no explicit sexual harassment policy guidelines anywhere, nor any points of contact in the event that something did go wrong. Further, I personally felt as though a few inappropriate remarks were made by certain male co attendees, but I did not know whom to approach.

A large part of making diversity and representation meaningful also entails ensuring safe spaces for conference participants. To that effect, I was wondering if it would be the case that there would be an explicit and prominent note condemning sexual harassment, as well as contact details for grievance redressal in the event that someone faced it? In India, where I come from, this is mandated by law, and does go a long way in battling systemic and entrenched cultures of violence against women.

3/18/2016

Gmail - Sexual Harassment Policy at ICANN55

ICANN has always upheld deep respect for diversity and human rights, and therefore I am emboldened to write to you.

Warmest  
Padmini Baruah