

To,
The CEO,
Internet Corporation for Assigned Names and Numbers

23 April, 2016

Dear Sir

Subject: DIDP Request on Harassment Policy

This is a request under your Documentary Information Disclosure Policy for information relating to ICANN's internal sexual harassment and training policy. I quote from the statement of Markus Kummer at the Public Forum 2, held on March 10, 2016, where he has clearly stated as follows:

*"..We do have, in ICANN standards of behavior as regards sexual harassment, for instance, that are applicable to staff and board members and we have to undergo training."*¹

My DIDP request stems from this statement. I would like to request a copy of documents responsive to the following queries:

1. Which individual or organisation conducts the sexual harassment training for ICANN staff and board members? Please provide a copy of their curriculum vitae.
2. What are the materials – documents, presentation slides etc. – that are utilised for this purpose? Please attach a copy of these.
3. What is the internal sexual harassment policy at ICANN applicable to ICANN employees?

We hope that our request will be processed within the stipulated time period of 30 days. Do let us know if you require any clarifications on our queries.

Thank You

Padmini Baruah

Centre for Internet and Society, India

¹ <https://meetings.icann.org/en/marrakech55/schedule/thu-public-forum/transcript-public-forum-10mar16-en.pdf>