

PROHIBITION & PREVENTION OF SEXUAL HARRASSMENT AT WORKPLACE IN CONCOR

Any act of sexual harassment at workplace is strictly prohibited in CONCOR. To achieve the objective Internal Complaints Committee has been constituted to receive and investigate complaints related to sexual harassment at work place with the following members:

Internal Complaints Committee:

S. No.	Name & Designation	Nominated as	Telephone No.	E-Mail Id
1	Smt. Sangeeta Ramrakhyani Group General Manager (HR)	Chairperson	011-41222538	sangeeta@concorindia.com
2	Smt. Anju Thakur GM (P&A)	Member	9910350256	anju@concorindia.com
3	Shri N K Waikar GGM (Technical)	Member	011-41222905	nwaikar@concorindia.com
4	Smt. Meera Mathur Harchandani Advocate Supreme Court of India	Member (External)	-----	-----

In addition to the above, for any matter related to any unit of a specific Area, the HR Head of that respective Area is a co-opted member of the committee. The details are as under:

S.No.	Name of the Area	Name & designation	Telephone No.	E-Mail ID
1.	Area – I (North)	Shri BK Mahapatra, Sr. General Manager (P&A)	011-41222557	bkmahapatra@concorindia.com
2.	Area – II (West)	Smt. Sangeeta Srivastava, Sr. General Manager (P&A)	9910518883	sangeetas@concorindia.com
3.	Area – III (South)	Smt. Anju Thakur, General Manager (P&A)	9910350256	anju@concorindia.com
4.	Area – IV (East)	Smt. Sangeeta Ramrakhyani, GGM (HR)	011-41222538	sangeeta@concorindia.com

A complaint related to any act of sexual harassment at workplace in CONCOR may be made to: -

- I. Any member of the committee.
- II. Area HR Head of a specific Region.
- III. Area Head, who shall arrange to forward the complaint to the Internal Complaint Committee.
- IV. In case the complainant does not want to disclose identity then the complaint may be handed over in person to Head of the Organization.

Enquiry by the "Internal Complaints Committee" will also be an 'Enquiry' under CONCOR D&A Rules and Certified Standing Orders and no separate enquiry may be held under the said Rules for the purpose of action under those rules.