

## **Announcement: Committee for Prevention, Prohibition and Redressal of Sexual Harassment at Work Place (POSH) – Tata Realty**

The Internal Complaints Committee (ICC) also known as POSH Committee has been constituted for Tata Realty (including TRIL, Tata Housing, Tata Value Homes and all its subsidiaries and SPV's) to prevent and prohibit Sexual Harassment at Workplace.

**The members of the Committee are as follows :**

<b>Chairman &amp; Presiding Officer</b>	Ms. Reshma Chheda	<a href="mailto:reshmachheda@tatarealty.in">reshmachheda@tatarealty.in</a>
<b>Independent NGO Member</b>	Ms. Sneha Khandekar	<a href="mailto:snehakhandekar@hotmail.com">snehakhandekar@hotmail.com</a>
Apex Committee Members	Ms. Shraddha Dasgupta	<a href="mailto:shraddhadasgupta@tatarealty.in">shraddhadasgupta@tatarealty.in</a>
	Ms. Kiran Nirmal Bhambhani	<a href="mailto:kiranbhambhani@tatarealty.in">kiranbhambhani@tatarealty.in</a>
	Ms. Simantika Mukherjee	<a href="mailto:simantikamukherjee@tatarealty.in">simantikamukherjee@tatarealty.in</a>
North & East	Ms. Meenakshi	<a href="mailto:meenakshichauhan@tatarealty.in">meenakshichauhan@tatarealty.in</a>
	Mr.Hema Chandra Rao K.	<a href="mailto:hemachandrarao@tatarealty.in">hemachandrarao@tatarealty.in</a>
	Ms.Rituja Tripathi	<a href="mailto:ritujatripathi@tatarealty.in">ritujatripathi@tatarealty.in</a>
West	Mr. Bhavesh Govind Ashar	<a href="mailto:bhaveshashar@tatarealty.in">bhaveshashar@tatarealty.in</a>
	Ms.Ruchika Luha	<a href="mailto:ruchikaluha@tatarealty.in">ruchikaluha@tatarealty.in</a>
	Ms. Jessi Thomas	<a href="mailto:jessithomas@tatarealty.in">jessithomas@tatarealty.in</a>
South (incl Srilanka & Maldives)	Mr. Debasis Panigrahi	<a href="mailto:debasispanigrahi@tatarealty.in">debasispanigrahi@tatarealty.in</a>
	Ms. Amla Pothen	<a href="mailto:amalapothan@tatarealty.in">amalapothan@tatarealty.in</a>
	Mr.R Murali	<a href="mailto:muralir@tatarealty.in">muralir@tatarealty.in</a>
	Ms. Geetha Satish	<a href="mailto:geethasatish@tatarealty.in">geethasatish@tatarealty.in</a>

**The Internal Complaints Committee (ICC) will handle the following :**

1. Employee grievances with reference to “sexual harassment” that may include :
2. Physical contact and advances
3. Making sexually coloured remarks
4. A demand or request for sexual favours
5. Showing pornographic material
6. Unwelcome physical, verbal or non-verbal conduct of sexual nature
7. Verbal or non-verbal communication which offends the individuals sensibilities and affect his / her performance and has sexual connotation / overtone / nature
8. Teasing, taunts, physical confinement and or touching against ones will and likely to intrude upon ones privacy.

**Procedure to raise concern :**

- You can raise concern related to POSH to **SPEAKUP Helpline** via email [tril@integritymatters.in](mailto:tril@integritymatters.in) or **Toll Free number 1800 -102-6969**

OR

- The concerned employee need to make a written complain (email or letter) to ICC Presiding Officer or member of the committee within a period of three months from the date of incident.
- If it is beyond three months, reasons for the delay in submission to be recorded and justified.
- Strict confidentiality will be maintained by the committee members with regard to compliant being made and identity of the complainant.
- The committee will initiate enquiry as per the guidance defined in law.