

## Prevention of Sexual Harassment of Women at Work Place (POSH)



“**Sexual harassment**” includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

- i. Physical contact and advances;
- ii. A demand or request for sexual favours; or
- iii. Making sexually coloured remarks; or
- iv. Showing pornography; or
- v. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature; (e.g. offensive comments/ jokes, lurid stares, physical contact or molestation, stalking, sounds or display of a derogatory nature which have the purpose or effect of interfering with an individual’s performance or of creating an intimidating, hostile/offensive company environment, inappropriate question about a person’s sex life, abuse of authority or power to threaten a person’s job or undermine her performance against sexual favours).

“**Employee**” means a person employed at a workplace for any work or regular, temporary, adhoc or daily wages basis, either directly or through an agent, including a contractor and also includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name;

“**Workplace**” includes all the offices, branch or units/ location of NSIC and includes any place visited by the employee of NSIC arising out of or during employment, including transportation provided by the company for undertaking such journey.

Penal Provisions: - As per CDA rules 2019 of the Company.

### **Internal Complaint Committee of NSIC under the provisions of The Sexual Harassment of Women at Work Place, (Prevention, Prohibition and Redressal) Act, 2013**

#### **Email ID of ICC Committee:iccho@nsic.co.in**

S. No	Members	Designation	Contact Details
1.	Ms. Nishtha Goyal, Dy. General Manager (F&A)/ Co.Secretary	Presiding Officer	<a href="mailto:nishthagoyal@nsic.co.in">nishthagoyal@nsic.co.in</a> 011-26926275 (Ext.110)
2.	Mr. Manoj Kumar Singh, Senior General Manager	Member	<a href="mailto:manojksingh@nsic.co.in">manojksingh@nsic.co.in</a> 011-26926275 (Ext.256)
3.	Ms. Adiba Bari, Chief Manager	Member	<a href="mailto:adibabari@nsic.co.in">adibabari@nsic.co.in</a> 011-26926275 (Ext.403)
4.	Ms. Isha Singh, Chief Manager	Member	<a href="mailto:ishasingh@nsic.co.in">ishasingh@nsic.co.in</a> 91-11-26926275 (Ext.375)
5.	Dr. (Mrs.) Mandip Sharma Consultant/Corporate trainer on POSH at workplace	External Member	<a href="mailto:mandipsharma.posh@gmail.com">mandipsharma.posh@gmail.com</a>