

PROTECTION OF WOMEN FROM SEXUAL HARASSMENT ACT, 2013

Prevention on Sexual Harassment at Workplace

Name & Address of the Establishment	Sammaan Capital Limited Applicable for all Branches.
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Regional Internal Complaints Committee

Designation	Name	Contact Number	E Mail ID
Presiding Officer	Niharika Bhardwaj	0124 – 6681066	niharika.bhardwaj@sammaancapital.com
Member	Mukesh Chaliha	0124 – 6681330	mukesh.chaliha@sammaancapital.com
Member	Ashu Girotra	011 – 30156946	agirotra@sammaancapital.com
External Representative	Revathi Roy	022 – 40040481	roy.ravathi60@gmail.com

Penal consequences for Sexual Harassment would mean imposition of appropriate penalty as envisaged under the Service Rules of the Establishment, which may include:

1) Censure or Warning, 2) With-holding of increment(s) or promotion, 3) Demotion/reduction to a lower grade or position, 4) Reduction in Salary, 5) Discharge from the services of the Office, 6) Dismissal (without terminal benefits), 7) Termination from the services of the Office,

As and when required, action of: Filing of criminal complaints against employee alleged to have committed offences requiring Police investigation and prosecution.

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