

BRINTONS CARPETS ASIA PVT LTD. - SEXUAL HARASSMENT POLICY

Based on the Supreme Court of India's judgment and the guidelines provided by it on the prevention of Sexual Harassment at Workplace, the Government of India has recently passed The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. AS per this Act Sexual Harassment of Women employees is totally prohibited at the place of work

With reference to Sexual Harassment Committee meeting, it was agreed that a note for the information of all employees regarding the provisions of "The Sexual Harassment of Women At Workplace (Prevention, Prohibition and Redressal) Act 2013, will be circulated. Accordingly the following note briefly states the provisions of the above Act.

The above Act was passed in 2013 based on the Supreme Court of India 1997 Judgment known as VISHAKHA JUDGEMENT. Vishakah is a nick name of a female employee who was the victim of the Sexual Harassment in an Organization in Rajasthan. The Act is based the guideline of the Supreme Court Judgment.

Objective of the Act

The purpose of the Act is to provide protection against Sexual Harassment and also providing redressal of complaints of Sexual Harassment

What is Sexual Harassment?

Following will be considered as Sexual Harassment to any female employee.

- a) Physical Contact and advances
- b) A demand or request of Sexual favour.
- c) Making sexually coloured remarks
- d) Showing pornography
- e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
- f) Implied or explicit promise of preferential treatment in employment.
- g) Implied or explicit threat of detrimental treatment in her employment or
- h) Implied or explicit threat about her present or future employment status or
- i) Interference with her work or creating an intimidating or offensive or hostile work environment for her or
- j) Humiliating treatment likely to affect her health and safety.

Constitution of Internal Complaints Committee

Such a committee exists in Brintons Carpets Asia Pvt. Ltd.,

- Committee consists of 5 employees from Company and 1 from outsider.

Chairperson	-	Ms. Akshita Shah
Secretary	-	Ms. Deepali Keskar
Members	-	Manasi Ganu, Dhanashri Lohagaonkar. & Satish Karanjkar
Outside Member	-	Adv. Sunita Sabane

- Mrs. Sabane is lawyer practicing in Labour court and family court. She has represented India in International Labour Conference in Singapore.

The Committee has got powers of civil court under the code of civil procedure

All the employees working on all levels and outsiders coming to Brintons for any work must know that any such act, of Sexual Harassment is an offence and totally prohibited. Any one indulging in such unwelcome behavior will be liable for action by the Internal Complaint Committee or for criminal proceeding by the appropriate authority.

Hence, let all of us take care to prevent hostile atmosphere for our women colleagues and provide safe and friendly workplace for every one of them.

It is also hereby notified that any aggrieved women employee who has been so harassed shall make a complaint to the Internal Committee in writing. The Complaint Committee will enquire in the matter and if considers it proper may impose appropriate penalty on the wrong doer. There shall be no victimization of the women employee or witnesses for making complaint.

In case of false complaint or evidence the punishment includes termination of service or any other punishment as per the provisions of The Industrial Employment (Standing Orders) Act 1946.

Satish Karanjkar
Manager HR & Admin