

## POSH (Prevention of Sexual Harassment of Women at the Workplace)

Sexual harassment is punishable by law. Medanta has a **zero tolerance policy**. Any person found guilty of sexual harassment will attract severe penal consequences in accordance with our internal policies, service rules and with the Indian Penal Code.

### WHAT IS SEXUAL HARASSMENT

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

- Physical contact and advances; or
- A demand or request for sexual favours; or
- Making sexually coloured remarks; or
- Showing pornography; or
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature (eg Pressure for dating; Verbal abuse or comments; Sexist jokes and cartoons; Material that is sexual in nature; Obscene phone calls)

### INTERNAL COMPLAINTS / GRIEVANCE COMMITTEE

For the purpose of internal complaints relating to Sexual Harassment at Workplace, the management has constituted an Internal Committee at Medanta Gurugram in accordance with Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

**Dr. Sangeeta Khanna**  
Presiding Officer

**Ms. Richa Singh**  
IC Member

**Mr. Vinodh Krishnankutty**  
IC Member

**Mr. Rajiv Sikka**  
IC Member

**Ms. Surabhi Tiwari**  
IC Member

**Dr. Shayama Chona**  
External Representative

**Dr. Surabhi Dhingra**  
External Representative

**To complain:** Write a formal complaint to the Internal Complaints Committee either in hard copy letter or via  
E-mail: [posh.committee@medanta.org](mailto:posh.committee@medanta.org)