

**PROHIBITION & PREVENTION OF SEXUAL HARRASSMENT AT WORKPLACE
IN CONCOR.**

Any act of sexual harassment at workplace is strictly prohibited in CONCOR. To achieve the objective Internal Complaints Committee has been constituted to receive and investigate complaints related to sexual harassment at work place with the following members: -

Internal Complaints Committee:

Sl. No.	Name & Designation	Nominated as	Telephone No. (011 -)	e-mail id
1	Sangeeta Ramrakhiani Group General Manager (HRD)	Chairperson	41673037	sangeeta@concorindia.com
2	Ms. Malika Arya, GGM (Customs & Training)	Member	41673123	ggmcustoms@concorindia.com
3	Shri Deepak Kapoor, ED (L&A)	Member	41673126	Deepakkapoor@concorindia.com
4	Ms. Meera Mathur Harchandani Advocate Supreme Court of India	Member (External)	-----	-----

In addition to the above for any matter related to any unit of a specific Region, the HR Head of that respective Region is a co-opted member of the committee. The details are as under: -

Sl. No.	Name of the Region	Name & designation	Telephone No. -	e-mail id
1	Eastern (ER)	Sh. B.K.Mahapatra, GM (P&A)	033 – 22267105	bkmahapatra@concorindia.com
2	Northern (NR)	Ms. Sangeeta Srivastava, SGM (P&A)	011- 26367202	sangeetas@concorindia.com
3	North Central (NCR)	Ms. Anju Thakur, DGM (P&A)	0120 – 4052905	anju@concorindia.com
4	North Western (NWR)	Sh. Shameem Ahmed, Asst. Mgr (P&A)	079 – 40273305	sahmed@concorindia.com
5	Central (CR)	Sh. Ravindra Singh, Supervisor (P&A)	98503888 51	ravindras@concorindia.com
6	Southern (SR)	Sh. K.Velavan, GM (P&A)	044- 26481931	velavan@concorindia.com
7	South Central (SCR)	Sh T.K.Rajesh, Asst. Mgr (P&A)	040 - 66324773	Tkrajesh@concorindia.com
8	Western (WR)	Ms. Kavita Srivastava, Manager (P&A)	022- 22632895	kavitasrivastava@concorindia.com

A complaint related to any act of sexual harassment at workplace in CONCOR may be made to : -

- I. Any member of the committee.
- II. Regional HR Head of a specific Region.
- III. Regional Head, who shall arrange to forward the complaint to the Internal Complaint Committee.
- IV. In case the complainant does not want to disclose identity then the complaint may be handed over in person to Head of the Organization.

Enquiry by the "Internal Complaints Committee" will also be an 'Enquiry' under CONCOR D&A Rules and Certified Standing Orders and no separate enquiry may be held under the said Rules for the purpose of action under those rules.