



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

Human Resources Department

<b>Policy number</b>	HR-CMPL-01
<b>Version Number</b>	2.3
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<b>Date of last review</b>	20 Mar 2026
<b>Date of initial release</b>	6 February 2023
<b>Next Revision Date</b>	1 April 2027
<b>Supersedes Policy Number (If any)</b>	HPDO2/Policy-SHWW/139

## HISTORY OF REVISION

Revision History records the trail of revisions made to the POSH Policy along with the reason for the revisions.

Rev. No	Revised and/or New Chapter	Description
2.1	Revised: APEX Committee	Update on APEX Committee Members
	Revised: IC Members	Update on Internal Committee Members
	Annexure: Complaint Form	Removal of Complaint Form
	Addition: Email Address for Reporting POSH Complaint	Addition of Email Address for Reporting POSH Complaint
2.2	Addition: Point of contact	Addition of a new Point of contact
2.3	Revised: Regional IC Members	Revision in IC members
3.1	Revised: Apex Committee	Removal and Update of Apex Committee
3.2	Revised: IC Members	Update on Internal Committee Members
3.3	Information on She box	Addition of Information on She Box
3.4	Revised: Point of Contact	Removal and Addition of a new Point of contact
3.5	Revised: ICC to IC As per Govt Notification	ICC to IC As per Govt Notification

## INTRODUCTION

Air India Limited (herein referred to as 'the Company') is an equal opportunity Employer and is committed to provide a safe environment for all its Employees. The Company strives to create and maintain a healthy, safe and productive work environment that enables Employees to work without fear of prejudice, gender bias and sexual harassment.

Sexual Harassment infringes the fundamental right of a person under Article 14 and 15 of the Constitution of India. Further, Article 21 of the Constitution of India guarantees right to life and to live life with dignity which includes right to a safe environment free from Sexual Harassment. The Company believes that all Employees have the right to be treated with dignity and operates a ZERO-TOLERANCE POLICY for any form of Sexual Harassment at Workplace. The Company will not tolerate any form of sexual harassment and is committed to take all necessary steps to ensure that its Employees are not subjected to any form of harassment.

## OBJECTIVE

This Policy has been formulated keeping in view the provisions of the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013". This Act is to provide protection against sexual harassment of women at Workplace and for the prevention and redressal of Complaints of sexual harassment and for the matters connected herewith or incidental thereto.

The Policy encompasses the following objectives:

- To lay down a policy/code ensuring prevention, prohibition and protection against Sexual Harassment.
- To lay down guidelines for reporting acts of Sexual Harassment at the Workplace.
- To provide procedures for resolution and redressal of Complaints of Sexual Harassment.

## SCOPE

The Policy is applicable to:

- All Employees globally including its subsidiaries, associates, and affiliate companies where the Company holding is a minimum of 50% ('subsidiaries').
- All suppliers and clients of the Company & its subsidiaries including their agents.
- All third parties including their agents associated with the Company & its subsidiaries during all activities conducted at Workplace or all work-related activities elsewhere.

Where Sexual Harassment occurs as a result of an act of commission or omission by any Third Party at their Workplace, the Company will take all steps necessary and reasonable to assist the affected person/victim.

In case of any conflict between the Policy and the local country's law or the company's locally established policies, the local country's law or the company's locally established policies shall supersede this Policy.

## DEFINITIONS

- **Act:** 'Act' means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- **Employee:** 'Employee' in this Policy means a person employed for any work on regular, temporary, ad hoc or daily wage basis, either directly or by or through an agent, including a contractor, with or without the knowledge of the principal Employer, whether for remuneration or not, or working

on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a domestic worker, a co-worker, a contract worker, probationer, trainee, apprentice or by any other name called. The aforesaid definition of 'Employee' shall be used only for the purposes of the Policy and cannot be used to claim rights of an Employee conferred by any law for the time being in force.

- **Employer:** 'Employer' in this Policy means any person responsible for the management, supervision and control of the Workplace.
- **Internal Committee (IC):** 'IC' means committee(s) formed by the Company for redressal of Complaints of Sexual Harassment in accordance with the procedure laid down in this Policy.
- **Complaint:** 'Complaint' in this Policy means any Complaint (written form) in the nature of Sexual Harassment made by a Complainant against any other Employee within the Company or any Third Party having business dealings with the Company.
- **Management:** 'Management' means Company's Managing Director/Director/Manager or such other Officer or Officers/Nominee or Nominees as may be authorised in this behalf by the Managing Director.
- **Respondent:** 'Respondent' means a person against whom the Complainant has made a Complaint.
- **Sexual Harassment:** 'Sexual Harassment' includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:
  - physical contact and advances
  - a demand or request for sexual favours
  - making sexually coloured remarks, including but not limited to, sexually coloured jokes, innuendos and taunts causing or likely to cause awkwardness or embarrassment
  - showing and/or pornography or other offensive or derogatory pictures, cartoons, pamphlets, or sayings
  - any other unwelcome physical, verbal, or non-verbal conduct of sexual nature
  - eve-teasing gender-based insults or sexist remarks
  - unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls), text messages, e-mails or on social media
  - Intentionally touching or brushing against the body, forcible physical touch, or molestation
  - Physical confinement against one's will and any other act likely to violate one's privacy.
- **Third Party:** 'Third Party' includes any person not on the rolls of the Company but interacts with the Employees such as consultants, retainers, customers, vendors, suppliers, contract workers, trainees or any outside visitor within or outside the Company.
- **Workplace** includes:
  - Any premises, locations, establishments, enterprises, institutions, offices, branches, or units established, owned, controlled by the Company.
  - Any external location visited by the Employee arising out of or during the course of employment with the Company/ dealing for the Company.
  - Any mode of transportation provided by the Company (or a representative of the Company) for undertaking a journey to and from the above-mentioned locations.
  - Any digital or virtual space used for work communication, including messaging platforms, video calls, and email, at any hour.
- **Retaliation/ Victimization** includes an adverse employment action against a person because the person has lodged a Sexual Harassment Complaint or participated in the Company's investigation on the Complaint of Sexual Harassment.
- **Rules** mean The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013.

## **POLICY DETAILS**

### **Guidelines**

#### **Circumstances Of Sexual Harassment**

- Sexual Harassment is an unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated. It includes situations where a person is asked to engage in sexual activity as a condition of that person's employment, as well as situations which create an environment which is hostile, intimidating or humiliating for the recipient. Sexual Harassment can involve one or more incidents and actions whether physical, verbal and non-verbal.
- The following circumstances/actions, among other circumstances, if it occurs or is present in relation to or are connected with any act or behavior of Sexual Harassment may amount to Sexual Harassment:
  - Implied or explicit promise of preferential treatment in the employment; or
  - Implied or explicit threat of detrimental treatment in the employment; or
  - Implied or explicit threat about the present or future employment status; or
  - Interference with the work or creating an intimidating or offensive or hostile work environment for the person; or
  - Humiliating treatment likely to affect health or safety of the person.

#### **Structure of Committees**

- To address any Complaints of sexual harassment and to ensure the implementation of this Policy across all locations of the Company, the following Committees shall be formed by an order in writing:
  - Internal Committee, (hereinafter referred to as 'IC') for each region/location/place.
  - Apex Committee is a centralized administrative committee constituted by the executive Management at corporate level.

#### **Composition Of IC**

- The IC shall at-least consists of the following members nominated by the Employer, namely:
  - Presiding Officer who shall be a woman employed at a senior level at Workplace from amongst the Employees.
  - Not less than two Members from amongst Employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge.
  - One external member from amongst non-governmental organizations or associations committed to the cause of women or a person familiar with the issues relating to Sexual Harassment.
- At least one-half of the total Members so nominated shall be women. The Presiding Officer and every Member of the IC shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by Employer.
- The Presiding Officer or any Member of the IC shall be removed from the IC on the following grounds:
  - If convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him/her; or
  - If found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him/her; or
  - Has abused his/her position as to render his/her continuance in office prejudicial to the public interest; or

- Contravenes the provisions of Section 15 of this Policy.
- As mentioned hereinabove, the IC shall consist of minimum four members. While conducting the inquiry, it is mandatory that a minimum of three Members of the IC (including the Presiding Officer or Chairperson) shall be present. Inquiry Committee shall preferably have one (1) external member from the IC.

### **Roles, Duties & Responsibilities**

- **Employer**
  - Provide a safe working environment at the Workplace which shall include safety from the persons coming into contact at the Workplace and display at any conspicuous place in the Workplace the penal consequences of Sexual Harassment.
  - Spread/Create awareness at regular intervals for sensitizing the Employees with the procedure and provisions of the Policy and Act and orientation programs for the members of the Committee. Training for members of Committee should address the procedures of investigations, skills necessary for enquiries and documenting the procedures.
  - Provide necessary facilities to the Committee, as the case may be, for dealing with the Complaint and conducting an inquiry.
  - Assist in securing the attendance of Respondent and witnesses before the Committee.
  - Provide assistance to the Aggrieved Person if they choose to file a Complaint in relation to the offence under the Indian Penal Code or any other law for the time being in force.
  - In event the Respondent is not an Employee then provides necessary support and assistance to the Aggrieved Person.
  - Treat Sexual Harassment as misconduct under the service rules and initiate action for such misconduct.
  - Monitor the timely submission of reports by IC as per the applicable provisions of jurisdictional / local laws and the Act and Rules made thereunder.
  - To disclose in the Annual Report of the Company published for every financial year, the number of cases filed, disposed of and pending on Sexual Harassment.
- **Apex Committee**
  - Oversight and ensure the implementation of the Policy.
  - Review and communicate functioning of IC.
  - If it deems necessary may, suo moto, review an investigation/ inquiry proceedings conducted by the IC against Sexual Harassment and take any action as it may deem fit to protect and safeguard the interest and fairness of the redressal process.
- **IC**
  - Ensure that the redressal procedure provided in the Policy is implemented in letter and spirit.
  - Operate as an inquiry authority for Complaints received from Complainant.
  - Take preventive action to stop development of systemic hostile or offensive work environment.
  - Enquire into Complaint of Sexual Harassment promptly and thoroughly and make adequate recommendation to correct the situation and effectively deal with the Respondent.
  - Take immediate and appropriate corrective action to end and prevent any further harassment, provide interim relief to the Aggrieved Person (if sought by Aggrieved Person, transfer the Respondent until the pendency of the inquiry or any period as it deems fit, restraining Respondent from appraisal decision applicable to the Aggrieved Person until the pendency of the inquiry or any period as it deems fit, or any other action as it deems necessary and reasonable, grant leave to the Aggrieved Person as prescribed, in Act/Rule, which will be in addition to the entitled leave).
  - If the Respondent is found guilty after the inquiry process, then recommend appropriate disciplinary action ranging from reprimand to discharge, where necessary. As a general rule,

the corrective action/ remedial measure must commensurate with the severity and persistence of misconduct.

- Make follow-up inquiries to ensure the harassment has not resumed or the Complainant/Aggrieved Person is not being victimized.
- Ensure complete confidentiality of the process. In case of any direct or indirect sharing of information with any person not directly related to the Complaint without good reason, such acts can result in disciplinary action.
- Take an appropriate action in case of any retaliatory behaviour towards or Victimization of Aggrieved Person/Complainant.
- In instances of Sexual Harassment towards associates deputed on client sites, or due to acts of commission or omission of third parties in dealing with the matter, take reasonable steps to assist Aggrieved Person/Complainant via preventive action.
- Maintain records at the organization level for minimum period as may be prescribed under the local laws, undertake appropriate analysis and appraise the Management of the same on a periodic or need basis.
- Submit organization level report for statutory compliance to relevant government agencies.
- Create orientation and training material or any other collateral such as notification, for creating awareness on Sexual Harassment, the guidelines, ongoing updates on legislation and associate's rights and remedies.
- To prepare and submit Complaints report in compliance with the Act and Rules made thereunder.

### **Procedure**

#### **• Incident Reporting**

- Any Aggrieved Person/Complainant may make, in writing or email at [posh.helpdesk@airindia.com](mailto:posh.helpdesk@airindia.com) of Sexual Harassment, within a period of three months from the date of incident, and in case of series of incidents, within a period of three months from the date of last incident.
- Provided that, where such Complaint cannot be made in writing, the Presiding Officer or any Member of IC shall render reasonable assistance to the Aggrieved Person/Complainant for making the Complaint in writing.
- Provided further that, the IC may, for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such, which prevented the Aggrieved Person/Complainant from filing a Complaint within the said period.
- Where the aggrieved person/Complainant is unable to make a Complaint on account of her/his physical or mental incapacity or death or otherwise, a Complaint may be filed by: Her/His:
  1. Legal heir or
  2. Relative or
  3. Friend or
  4. Co-worker or
  5. An officer of the National Commission for Woman or state women's Commission or
  6. Any person who has knowledge of the incidence, with the written consent of the Aggrieved person

#### **• Redressal Mechanism**

- IC shall within 7 days of the receipt of Complaint, provide an acknowledgement to the Complainant and also send a copy of Complaint to the Respondent.
- IC shall examine the Complaint and decide whether to pursue it or not.

- If any Member of IC is Respondent or party to Sexual Harassment Complaint, such Member shall not be involved in the proceedings of the IC or inquiry/investigation or decision-making process for such Complaint.
- If after preliminary examination of Complaint, IC concludes that the Complaint is not admissible, it shall inform the same to the Complainant and Respondent, giving reasons in writing for not pursuing the Complaint.
- If after preliminary examination of Complaint, IC concludes that the Complaint is tenable, it shall prepare a Statement of Allegations against the Respondent and issue the same to the Respondent seeking explanation for accusations. The Respondent shall file a written reply on the Complaint along with the list of documents, name and address of witnesses, if any, within a period not exceeding 10 days from the date of receipt of the letter from IC.
- In case where any Member of Apex Committee or Executive Director is named as Respondent or party to a Sexual Harassment Complaint, IC shall immediately report such matter to the Board for further directions.
- IC at the written request of the Aggrieved Person may recommend Apex Committee to initiate preliminary steps like restraining the Respondent from reporting at the Workplace of the Aggrieved Person or writing confidential report (such as Performance Appraisal, etc.) to the Aggrieved Person or assigning the same to another officer.
- IC shall inform the Complainant, the policy and procedure for both the formal and informal inquiry ('Conciliation') for pursuing the Complaint. The Complainant shall be under no duress to accept any of the two options.
- IC, may before initiating an inquiry and at the request of the Aggrieved Person take steps to settle the matter between both parties through Conciliation. Provided that no monetary settlement shall be made as a basis of Conciliation.
- If Conciliation is reached the same shall be recorded and shared with both parties.
- The agreed terms & conditions of the resolution of the Complaint shall be formalized in a report and signed by both parties.
- In case of failure of the informal route or the Complainant so chooses, a formal inquiry shall be initiated.
- Where any term or condition of the settlement/Conciliation arrived has not been complied with by the Respondent, IC shall proceed to make a formal inquiry into the Complaint or may forward the Complaint to the police, depending on the gravity of the Complaint.
- IC shall summon witnesses and ask for production of documents by Complainant & Respondent, examine witnesses and take statements on oath.
- Keeping in mind the criticality of the responsibility that has been bestowed upon IC, it is necessary for them to operate within realistic and reasonable time frames for resolution of Complaints, depending upon the magnitude of seriousness. In any case, IC should initiate action expeditiously on receipt of Complaint and complete the inquiry process within a period of three months (90 days) from the date of receipt of Complaint.
- A copy of the full inquiry report along with all the annexures of the Complaint, post completion of investigation process along with its recommendations shall be made available by IC to the Apex Committee/Board, wherever applicable, within 10 days of completion of inquiry/investigation.
- Simultaneously, a copy of the report shall be provided to the Aggrieved Person/Complainant and the Respondent, respectively. It must be ensured that the identity of the witnesses is kept strictly confidential.
- Apex Committee/Board (wherever applicable) on receipt of the Report shall take an action based on the recommendations of IC and send action taken report to IC, within 60 days. Apex Committee/Board may take assistance of Chief Human Resources Officer for implementation of recommendations of IC.

- Appeal: Any person aggrieved from the IC recommendations may prefer an appeal to Court/Tribunal within 90 days.
- The parties to the Complaint shall not be allowed to bring in any legal practitioner to represent them in their case at any stage of the proceedings before IC.
- In case of provision of any specific procedure provided under any local country law/ Country Policy, the local country law/ local Policy shall apply including the timelines provided herein.

**Guidelines to be kept in mind by IC while recommending action:**

- In case where the IC has recommended to the Management for compensation to be paid to the complainant, then the said amount shall be deducted from the salary of the respondent and paid to the Complainant or Her/His legal heir/s.
- For the purpose of determining the sum to be paid, the IC would consider:
  - The mental trauma, pain, suffering and emotional distress caused to the complainant
  - The loss in career opportunity due to the incidence of Sexual Harassment.
  - Medical expenses incurred by the victim for physical or psychiatric treatment.
  - The income and financial status of the Respondent.
  - Feasibility of such payment in lump sum or in instalments.

**Disciplinary Action For Sexual Harassment**

- IC shall recommend disciplinary action against the Respondent, if found guilty, post completion of the investigation proceedings. The nature and severity of the disciplinary action will be commensurate with the severity and persistence of misconduct.
- The disciplinary action includes but is not restricted to the below:
  - Mandatory Written Apology accepting such action not to be repeated in future towards any person.
  - Mandatory training or counselling session.
  - Letter of Warning and/or any other disciplinary action recommended that shall be marked in the Employee's employment record with the Company.
  - Immediate transfer to a different department, location or both.
  - Withholding of promotion, increment or both.
  - Demotion from the Respondent's present grade.
  - Suspension from service for some period, as deemed fit.
  - Dismissal from service of the Company.
  - Any other action that the Committee deems reasonable.

**Implementation Of Disciplinary Action**

- The disciplinary action recommended by the IC must be disclosed to the Respondent and the Complainant/Aggrieved Person, separately.
- The disciplinary action to be taken shall be informed to the parties in writing by the Chief Human Resource Officer or the nominated disciplinary authority, as the case may be within a reasonable time.
- Failure or refusal of any person to co-operate with the Committee, disturb the proceedings of the Committee, misguide the Committee by giving false testimony or suppression of fact during the investigation shall attract disciplinary action as deemed appropriate.
- All inquiries for complaint of Sexual Harassment must be completed within 90 days of commencement of inquiry or as per existing legal provision of the country under question, whichever is less.

### Protection Against False Accusations

- False or malicious accusations of Sexual Harassment can have serious or devastating effect on innocent Employees.
- All Employees should note that Complaints of Sexual Harassment should be factual and true. If after investigation it becomes clear that the Aggrieved person or any other person making the Complaint, made false accusation (including producing forged or misleading document) against the Respondent, the so called Aggrieved person or any other person making the Complaint would become liable for appropriate disciplinary action.
- A mere inability to substantiate a Complaint or provide an adequate proof need not attract action against the complainant.
- The malicious intent on the part of the complainant shall be established after an inquiry in accordance with the procedure prescribed by the committee before any action is recommended.

### Protection Against Victimization/Retaliation

The Company shall not accept, support or tolerate Victimization or Retaliation measures of any kind against any person, who acting in good faith, reports acts of Sexual Harassments. Any person who engages in such Retaliation/ Victimization, directly or indirectly or encourages others to do so, may be subject to appropriate disciplinary action.

### Confidentiality

- The Minutes of the Meeting of the Committees, the findings, recommendations, decisions of the Committees and any document or any verbal communication shall be kept strictly confidential and the members shall not divulge the details to any other Employee within or to any person outside the company.
- Also, to other Employees involved in such discussions, the members should emphasise the necessity for maintaining confidentiality and the consequences of possible disciplinary action in case of disobedience.

### Prohibition Of Publication - Complaint And Inquiry Proceedings

- The contents of the Complaint made under the Policy, the identity and addresses of the Aggrieved Person, Respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the IC, as the case may be, and the action taken by the Apex Committee/Employer shall not be published, communicated or made known to the public, press and media in any manner.
- Provided that information may be disseminated regarding the justice secured to any victim of Sexual Harassment without disclosing the name, address, identity or any other particulars intended to lead to the identification of the Aggrieved Person, Respondent and witnesses.

### Implementation

Every person referred in this Policy shall ensure compliance with the provisions of the Policy, the Act, Rules and any other laws on Sexual Harassment as may be applicable to their jurisdiction, as the case may be.

## **AUDITING & COMPLIANCE**

Compliance with this Policy is subject to audit and monitoring as warranted. Any Air India Employee who violates these policies and procedures or any applicable central or state law or regulations may be subject to disciplinary action.

## EMAIL ADDRESS FOR REPORTING POSH COMPLAINT

Any Aggrieved Person/Complainant may make, in writing or email at [posh.helpdesk@airindia.com](mailto:posh.helpdesk@airindia.com) of Sexual Harassment, within a period of three months from the date of incident, and in case of series of incidents, within a period of three months from the date of last incident.

## POINT OF CONTACT

Glen Dsouza ([Glen.Dsouza1@airindia.com](mailto:Glen.Dsouza1@airindia.com))  
 Shilpi Singh ([shilpi.singh@airindia.com](mailto:shilpi.singh@airindia.com))  
 Akanksha Jain ([akanksha.jain1@airindia.com](mailto:akanksha.jain1@airindia.com))  
 Maansi Malhotra ([maansi.malhotra@airindia.com](mailto:maansi.malhotra@airindia.com))  
 Ratna Daniel John ([ratna.daniel@airindia.com](mailto:ratna.daniel@airindia.com))

## APEX COMMITTEE

NAMES	DESIGNATION
Ravindra Kumar G.P.	Chief Human Resources Officer
P Balaji	Group Head, Governance, Regulatory, Compliance (GRC) And Corporate Affairs.
Functional HR Head	Floating From Respective Functions
CXO	Floating From Respective Functions

## REGIONAL IC MEMBERS

NAMES	DESIGNATION	FUNCTION	E MAIL ID
<b>EXTERNAL MEMBER</b>			
Sonal Mattoo			
<b>NR IC</b>			
Dr Shilpa Khanna Maggon	Presiding Officer	Medical	<a href="mailto:drshilpa.khanna@airindia.com">drshilpa.khanna@airindia.com</a>
Maansi Malhotra	Member Sec	HR	<a href="mailto:maansi.malhotra@airindia.com">maansi.malhotra@airindia.com</a>
Neha Singh	Member	HR	<a href="mailto:neha.singh2@airindia.com">neha.singh2@airindia.com</a>
Suneet Kauldhar	Member	HR	<a href="mailto:suneet.kauldhar@airindia.com">suneet.kauldhar@airindia.com</a>
Mukesh Kumar	Member	IT	<a href="mailto:mukesh.kumar2@airindia.com">mukesh.kumar2@airindia.com</a>
Shradha Chhetri	Member	CCD	<a href="mailto:shradha.chhetri@airindia.com">shradha.chhetri@airindia.com</a>
Capt. Yashima Singh	Member	Flight Ops	<a href="mailto:yashima.singh@airindia.com">yashima.singh@airindia.com</a>
Ganesh Kumar	Member	AOD	<a href="mailto:ganesh.kumar@airindia.com">ganesh.kumar@airindia.com</a>
Isha Karan	Member	GRC/Ethics	<a href="mailto:isha.karan@airindia.com">isha.karan@airindia.com</a>
<b>WR IC</b>			
Kalpana Thorat	Presiding Officer	QMS	<a href="mailto:kalpana.thorat@airindia.com">kalpana.thorat@airindia.com</a>
Ratna Daniel John	Member Sec	HR	<a href="mailto:ratna.daniel@airindia.com">ratna.daniel@airindia.com</a>
Capt Vaibhavi Thakkar	Member	Flight OPS	<a href="mailto:vaibhavi.thakkar@airindia.com">vaibhavi.thakkar@airindia.com</a>
Shubda Mahajan	Member	SECURITY	<a href="mailto:shubda.mahajan@airindia.com">shubda.mahajan@airindia.com</a>
Nikhil Soneji	Member	CCD	<a href="mailto:nikhil.soneji@airindia.com">nikhil.soneji@airindia.com</a>
Arunkumar G. Pandian	Member	CCD	<a href="mailto:arunkumar.pandian@airindia.com">arunkumar.pandian@airindia.com</a>
<b>ER IC</b>			
Pompy Gohain	Presiding Officer	HR/AOD	<a href="mailto:pompy.gohain@airindia.com">pompy.gohain@airindia.com</a>

Vijayamala Hariharan	Member Sec	VIGILANCE	<a href="mailto:vijayamala.h@airindia.com">vijayamala.h@airindia.com</a>
Bharati Dasgupta	Member	AOD	<a href="mailto:bharati.dasgupta@airindia.com">bharati.dasgupta@airindia.com</a>
Binod Tamang	Member	AOD	<a href="mailto:binod.tamang@airindia.com">binod.tamang@airindia.com</a>
<b>SR IC</b>			
Pooja Dager	Presiding Officer	HR /CCD	<a href="mailto:pooja.dager@airindia.com">pooja.dager@airindia.com</a>
Ratna Daniel John	Member Sec	HR	<a href="mailto:ratna.daniel@airindia.com">ratna.daniel@airindia.com</a>
Deepa Roy	Member	HR	<a href="mailto:deepa.roy@airindia.com">deepa.roy@airindia.com</a>
Capt Ankur Angrish	Member	Flight OPS	<a href="mailto:ankur.angrish@airindia.com">ankur.angrish@airindia.com</a>
Santhosh Nair	Member	AOD	<a href="mailto:santhosh.nair@airindia.com">santhosh.nair@airindia.com</a>
Lovejit Kaur	Member	AOD	<a href="mailto:lovejit.kaur@airindia.com">lovejit.kaur@airindia.com</a>

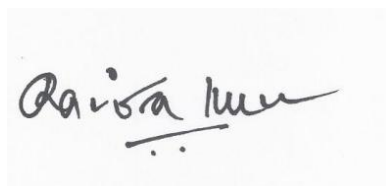
### SHe-Box

The Sexual Harassment Electronic Box (SHe-Box) is a Government of India initiative that provides every woman regardless of employment status or sector a single window to file complaints of sexual harassment at the workplace. Once submitted, the complaint is automatically routed to the competent authority, namely the Internal Committee of the concerned organisation, or the Local Committee at the district level where applicable.

Air India is registered on the SHe-Box portal in compliance with the directions of the Supreme Court of India and the advisories issued by the Ministry of Women and Child Development.

Complaints may be filed at [shebox.wcd.gov.in](http://shebox.wcd.gov.in) or directly to the IC at [posh.helpdesk@airindia.com](mailto:posh.helpdesk@airindia.com)

### Approved by



**Ravindra Kumar G.P.**

Chief Human Resources Officer, Air India Ltd