



As mandated under the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rules, 2013, (hereinafter referred to as the “**SH Act and Rules, 2013**”), Paani Foundation (hereinafter referred to as the “**Foundation**”) endeavours to provide for a safe, congenial and positive workplace based on equality and respect.

Any act of sexual harassment, in any form, (or related, direct or indirect retaliation resulting from complaints thereof) against any female employee, affiliate, candidate, contractor, client, supplier, consultant, trainee, visitor and/or any other business associate shall be treated as a direct violation of the provisions of the SH Act and Rules, 2013 and/or the “Policy on Prevention, Prohibition and Redressal of Sexual Harassment at the Workplace” that the Foundation maintains and upholds against sexual harassment at the workplace. A copy of such Policy has been kept at the Paani Foundation offices for ready reference.

The Foundation has constituted an Internal Committee (hereinafter referred to as the “**IC**”) before which any complaint pertaining to sexual harassment at the workplace may be brought by any aggrieved woman. The IC comprises of the following members:

No.	Name	Role	Email ID	Phone Number
1	Jyoti Surve	Presiding Officer	askmejyoti@gmail.com	+91 98224 48929
2	Sunila Bhise	External Member	sbhise.123@gmail.com	+91 70382 98581
3	Ziya Sayed	Member	ziyabanosayed@gmail.com	+91 98900 10386
4	Namdeo Nanaware	Member	namdeo@paanifoundation.in	+91 94232 67643
5	Seema Taksande	Member	seemataksande@gmail.com	+91 84079 90847
6	Santosh Gavale	Member	sgawale05@gmail.com	+91 97672 19073
7	Seema Padvi	Member	simiden2@gmail.com	+91 90112 65479

Reena Datta

Chief Operating Officer
Paani Foundation
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