



# **VYARA TILES LIMITED**

(Formerly known as Vyara Tiles Private Limited)

## **POLICY ON PREVENTION OF SEXUAL HARASSMENT**

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## 1. **COMMITMENT**

Our Company is committed to providing work environment that ensures every employee is treated with dignity and respect and afforded equitable treatment. The Company is also committed to promoting a work environment that is conducive to the professional growth of its employees and encourages equality of opportunity. 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.

## 2. **SCOPE**

This policy applies to all categories of employees of the Company, including permanent management and workmen, temporaries, trainees and employees on contract at their workplace or at client sites. The Company will not tolerate sexual harassment, if engaged in by clients or any other business associates.

The workplace includes:

- a) All offices or other premises where the Company's business is conducted.
- b) All company-related activities performed at any other site away from the Company's premises.
- c) Any social, business or other functions where the conduct or comments may have an adverse impact on the workplace or workplace relations.

## 3. **OBJECTIVE**

The purpose of this Policy is to ensure the following actions with respect to all employees and stakeholders, especially women:

- a) Treat all employees with dignity and respect at all times
- b) Not display any unwelcome behaviour that has connotations of sexual harassment

- c) Avoid creating a situation of oppression or hostility at the workplace by using sexual harassment as a tool follow the law and rules (related to sexual harassment) and ensure that others also follow the laws and rules. Take prompt action on instances of alleged harassment at the workplace, by reporting all such instances.

#### **4. PRIMACY OF THE ACT**

It is specifically provided that the provisions contained in the Act shall prevail wherever there is any conflict with this policy or where there is any doubt or clarification required on any aspect of the policy.

#### **5. DEFINITIONS**

**“Sexual Harassment”** includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication), but is not limited to:

Any unwelcome sexually determined behaviour, or pattern of conduct, that would cause discomfort and/or humiliate a person at whom the behaviour or conduct was directed namely:

- a) Unwelcome sexual advances involving verbal, non-verbal, or physical conduct, implicit or explicit.
- b) Physical contact and advances including (but not limited to) touching, stalking, sounds which have explicit and/or implicit sexual connotation/overtones, molestation.
- c) Teasing, Voyeurism, innuendos and taunts with an implicit sexual connotation, physical confinement and /or touching against one’s will.
- d) Demand or request for sexual favours.
- e) Sexually coloured remarks or remarks of a sexual nature about a person's clothing or body.
- f) Display of pictures, signs etc. with sexual nature/ connotation/ overtones in the work area and work-related areas.

- g) Showing pornography, making or posting vulgar/ indecent/ sexual pranks, teasing, jokes, demeaning or offensive pictures, cartoons or other materials through email, SMS, MMS, gestures, etc.
- h) Repeatedly asking to socialize during off-duty hours or continued expressions of sexual interest against a person's wishes.
- i) Giving gifts or leaving objects that are sexually suggestive.
- j) Eve teasing, innuendos and taunts, physical confinement against one's will or any such act likely to intrude upon one's privacy; persistent watching, following, contacting of a person; and
- k) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

The following circumstances if it occurs or is present in relation to any sexually determined act or behaviour amount to sexual harassment:

- a) Implied or explicit promise of preferential treatment in employment
- b) Implied or explicit threat of detrimental treatment in employment iii. Implied or explicit threat about the present or future employment status
- c) Interference with the person's work or creating an intimidating or offensive or hostile work environment
- d) Humiliating treatment likely to affect health or safety.

## **6. RESPONSIBILITIES REGARDING SEXUAL HARASSMENT**

All employees of the Company have a personal responsibility to ensure that their behavior is not contrary to this policy. All employees are encouraged to reinforce the maintenance of a work environment free from sexual harassment. We require all employees to make sure that they maintain mutual respect and positive regard towards one another.

## **7. COMPLAINT MECHANISM**

An appropriate complaint mechanism in the form of "Complaints Committee" has been created in the Company for time-bound redressal of the complaint made by the victim.

## **8. INTERNAL COMPLAINTS COMMITTEE**

Every complaint received shall be forwarded to Internal Complaints Committee formed under the policy for redressal for investigation. Internal Complaints Committee has been constituted of the following members as nominated by the Company:

- a) A woman employee employed at a senior level amongst the employees shall act as Presiding officer of the committee.
- b) Not less than 2 members from amongst employees preferably committed to the cause of women OR who have had experience in social work OR have legal knowledge.
- c) One member shall be 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 half of the total members of the Committee have to be women. The Presiding Officer and every member shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

## **9. PROCEDURES FOR RESOLUTION, SETTLEMENT OR PROSECUTION OF ACTS OF SEXUAL HARASSMENT**

The Company is committed to providing a supportive environment to resolve concerns of sexual harassment as under:

### **INFORMAL RESOLUTION OPTIONS:**

When an incident of sexual harassment occurs, the victim of such conduct can communicate their disapproval and objections immediately to the harasser and request the harasser to behave decently. If the harassment does not stop or if victim is not comfortable with addressing the harasser directly, the victim can bring their concern to the attention of the Complaints Committee for redressal of their grievances. The Complaints Committee will thereafter provide advice or extend support as requested and will undertake prompt investigation to resolve the matter.

## **COMPLAINTS:**

- a) An employee with a harassment concern, who is not comfortable with the informal resolution options or has exhausted such options, may make a formal complaint to the Presiding Officer of the Complaints Committee constituted by the Management. The complaint shall have to be in writing and can be in form of a letter, preferably within 15 days from the date of occurrence of the alleged incident, sent in a sealed envelope. Alternately, the employee can send complaint through an email. The employee is required to disclose their name, department and division, to enable the Presiding Officer to contact them and take the matter forward.
- b) The Presiding Officer of the Complaints Committee will proceed to determine whether the allegations (assuming them to be true only for the purpose of this determination) made in the complaint fall under the purview of Sexual Harassment, preferably within 30 days from receipt of the complaint.
- c) In the event, the allegation does not fall under the purview of Sexual Harassment or the allegation does not constitute an offence of Sexual Harassment, the Presiding Officer will record this finding with reasons and communicate the same to the complainant.
- d) If the Presiding Officer of the Complaints Committee determines that the allegations constitute an act of sexual harassment, he/ she will proceed to investigate the allegation with the assistance of the Complaints Committee.
- e) Where such conduct, on the part of the accused, amounts to a specific offence under the law, the Company shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.
- f) The Complaints Committee shall conduct such investigations in a timely manner and shall submit a written report containing the findings and recommendations to the Managing Director as soon as practically possible and in any case, not later than 90 days from the date of receipt of the complaint. The Managing Director will ensure corrective action on the recommendations of the Complaints Committee and keep the complainant informed of the same.

Corrective action may include any of the following:

- a) Formal apology;
- b) Counseling;
- c) Written warning to the perpetrator and a copy of it maintained in the employee's file;
- d) Change of work assignment / transfer for either the perpetrator or the victim;
- e) Suspension or termination of services of the employee found guilty of the offence;
- f) In case the complaint is found to be false, the Complainant shall, if deemed fit, be liable for appropriate disciplinary action by the Management.

## **10. CONFIDENTIALITY**

The Company understands that it is difficult for the victim to come forward with a complaint of sexual harassment and recognizes the victim's interest in keeping the matter confidential. To protect the interests of the victim, the accused person and others who may report incidents of sexual harassment, confidentiality will be maintained throughout the investigatory process to the extent practicable and appropriate under the circumstances.

## **11. ACCESS TO REPORTS AND DOCUMENTS**

All records of complaints, including contents of meetings, results of investigations and other relevant material will be kept confidential by the Company except where disclosure is required under disciplinary or other remedial processes.

## **12. PROTECTION TO COMPLAINANT/ VICTIM**

The Company is committed to ensuring that no employee who brings forward a harassment concern is subject to any form of reprisal. Any reprisal will be subject to disciplinary action. The Company will ensure that the victim or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment.



However, anyone who abuses the procedure (for example, by maliciously putting an allegation knowing it to be untrue) will be subject to disciplinary action.

### **13. CONCLUSION**

In conclusion, the Company reiterates its commitment to providing its employees, a workplace free from harassment/ discrimination and where every employee is treated with dignity and respect.

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