



## Policy on Prevention, Prohibition and Redressal of Sexual Harassment

# Reliance Communications Limited

<b>Doc Title:</b>	<b>Policy on Prevention, Prohibition and Redressal of Sexual Harassment</b>
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## Policy on Prevention, Prohibition and Redressal of Sexual Harassment.

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## Policy on Prevention, Prohibition and Redressal of Sexual Harassment.

### 1.0 Background:

- 1.1 Reliance Communications Limited. (Hereinafter "The Company") is committed to create an ambience in which all employees can work together without any apprehension of sexual harassment.
- 1.2 The Company believes that all employees, including other persons who have been dealing with the Company have the right to be treated with respect and dignity. Sexual Harassment in any form is an offence and is therefore, punishable, as well.
- 1.3 Reliance Communications Limited is committed to provide a work environment free from Sexual Harassment.

### 2.0 Objective/Purpose:

- 2.1 No employee shall be subjected to sexual harassment at any workplace.
- 2.2 Issuing a policy statement defining and to prevent Sexual Harassment and laying down the procedures for curbing such tendencies and to provide for punishment to and prosecution of wrong doers.
- 2.3 Addressing issues related to Sexual Harassment promptly, confidentially and sensitively.
- 2.4 To ensure compliance with the Reliance Code of Conduct:

[http://www.rcom.co.in/Rcom/aboutus/overview/overview\\_coc.html](http://www.rcom.co.in/Rcom/aboutus/overview/overview_coc.html)

### 3.0 Scope/Coverage:

- 3.1 All the employees of Business / Function / Circle Entities operating under RCOM, its subsidiaries and Associate Companies, are covered under this policy.
- 3.2 The Policy is not in derogation of any other legal rights of the affected employees.

### 4.0 Definitions:

- 4.1 "Sexual Harassment" includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely :-
  - 4.1.1 Physical contacts and advances; or
  - 4.1.2 A demand or request for sexual favours; or
  - 4.1.3 Making sexually colored remarks; or

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- 4.1.4 Showing pornography; or
  - 4.1.5 Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
  - 4.1.6 Physical and/or verbal or non-verbal or conduct, such as loaded comments, remarks or jokes, letters, phone calls, SMS or emails, gestures
  - 4.1.7 When any employee uses with a sexual purpose, the body or any part of it or any object as extension of body in relation to another person without his/her consent or against his/her will, such conduct shall amount to sexual assault.
  - 4.1.8 Abetment to any or all of the above
- 4.2 Employee: For the purposes of this Policy shall means a person employed at a workplace for any work on regular, temporary, ad hoc or daily wage basis, either directly or through an agent, including a contractor, with or, without the knowledge of the management, 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 co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name.
- 4.3 “Manager”:- means any person responsible for the management, supervision and control of the workplace including the HR Manager, Regional Head, Circle Head, Head of any Business, Entity or Function.
- 4.4 “ Workplace” shall mean to include any place where the employee works or visits during the course of employment and such place being under the control of the Company, including Hotel, Guest House, etc. where the employee is required to stay during the course of employment and transportation provided by the employer for undertaking journey;
- 4.5 **Employee Protection Committee (EPC)** – Committee constituted under clause 7 of this Policy.

### 5.0 Prevention of sexual harassment.

- 5.1 The following circumstances, among other circumstances, if occur or present in relation to or connected with any act or behavior of sexual harassment may amount to sexual harassment: -
- 5.1.1 Implied or explicit promise of preferential treatment in her employment ; or
  - 5.1.2 Implied or explicit threat of detrimental treatment in her employment; or
  - 5.1.3 Implied or explicit threat about her present or future employment status; or
  - 5.1.4 Interference with her work or creating an intimidating or offensive or hostile work environment for her ; or

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5.1.5 Humiliating treatment likely to affect her health or safety.

### **6.0 Duties of Manager.**

- 6.1 Provide safe working environment at the workplace which shall include safety from the persons coming into the contact at the workplace;
- 6.2 Display at any conspicuous place in the workplace, the penal consequences of sexual harassments; and the order constituting, the Employee Protection Committee
- 6.3 HR Managers will organize workshops and awareness programs at regular intervals for sensitizing the employees with the provisions of the Act and orientation programs for the members of the Employee Protection Committee
- 6.4 Provide necessary facilities to the Employee Protection Committee as the case may be, for dealing with the complaint and conducting an inquiry;
- 6.5 Assist in securing the attendance of respondent and witnesses before the Employee Protection Committee, as the case may be.
- 6.6 Make available such information to the Employee Protection Committee, as the case may be, as it may require having regard to the complaint made.
- 6.7 Provide assistance to the female employee if she so chooses to file a complaint in relation to the offence under The Indian Penal Code or any other law for the time being in force.
- 6.8 Cause to initiate action, under the Indian Penal Code or any other law for the time being in force, against the wrong doer, irrespective of whether the perpetrator is not an employee or not.
- 6.9 Treat sexual harassment as misconduct under the service rules and initiate action for such misconduct.
- 6.10 Monitor the timely submission of reports by the Employee Protection Committee.

### **7.0 Employee Protection Committee (EPC):**

- 7.1 A committee to redress complaints of Sexual Harassment in nature shall be created at the Corporate Level called "Employee Protection Committee".
- 7.2 The "Employee Protection Committee" shall have the following composition:

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- 7.2.1 Chairperson, from amongst employees, who shall be a senior level woman. In case a senior level woman employee is not available, the Chairperson shall be appointed from a sister organization or a non-governmental organization;
- 7.2.2 Not less than two members from amongst employees committed to the cause of women or who have had experience in social work, or have legal knowledge;
- 7.2.3 One member from amongst such nongovernmental organizations or associations committed to the cause of women, or person familiar with the issues of sexual harassment.
- 7.2.4 Provided that at least fifty per cent of the members so nominated shall be women.

### **8.0 Role and Responsibilities of Employee Protection Committee**

- 8.1 The Committee shall have the power to –
  - 8.1.1 Summon and enforce attendance of any person and examine him/her;
  - 8.1.2 Require the discovery and production of documents; and
  - 8.1.3 Any other power as prescribed.
- 8.2 The Committee may direct such person to produce such documents/ information by serving a notice in writing, summoning the person, or calling for such documents or information at such place and within such time as may be specified
- 8.3 Where any relevant document or information is recorded or stored by means of a mechanical, electronic or other device, the Committee shall have the power to direct that the same be produced, or that a clear reproduction in writing of the same be produced.
- 8.4 Upon production of documents/ information called for by it, the Committee shall have the power to (i) make copies of such documents / information or extracts there from; or (ii) retain such documents/ information for such period as may be deemed necessary for purposes of the proceedings before it.
- 8.5 The Committee shall have the right to put questions to witness, seek clarification of documents and/or other material available on record.
- 8.6 The Committee shall have the power to issue interim directions to any employee participating in the proceedings before it.
- 8.7 The Committee shall have the power to recommend the action to be taken against any person found guilty of (a) sexually harassing the complainant; (b) retaliating against/ victimizing the complainant or any other person before it; and (c) making

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false charges of sexual harassment against the accused person; (d) giving false evidence during enquiry into the allegations of sexual harassment; and (e) forging documents to substantiate a false charge or support a false defense.

### 9.0 Redressal Mechanism:

- 9.1 Any employee / Third Party ("Complainant) may lodge a complaint of Sexual Harassment ("Complaint") against an Employee(s) ("Respondent") or vice Versa, with any of the members of the EPC at the earliest point of time and in any case preferably within 90 days from the date of occurrence of the alleged incident. If the Complainant feels that she/he cannot disclose her/his identity for any particular reason with the EPC members, she/he can address the complaint to the President-Corporate Human Resources.
- 9.2 Such a Complaint may be oral or in writing, oral complaint to be formally recorded in writing thereafter and to be signed on every page, at the foot of the page, by the complainant.
- 9.3 The Committee shall hold a meeting with the Complainant latest within a period of 15 (fifteen) days within the receipt of the complaint and advance intimation shall be given to the Complainant of the same.
- 9.4 At the first meeting of the EPC, the Complainant shall be heard and her/ his statement recorded (Statement of Allegation). The Complainant can produce corroborative material with a documentary material, etc., to substantiate his / her complaint.
- 9.5 Thereafter, the Respondent shall be called to a meeting by the EPC and shall be informed of the Complaint and an opportunity shall be given to the Respondent to give an explanation, where after, an "Enquiry" shall be conducted.
- 9.6 In the event the complaint does not fall under the purview of Sexual Harassment / the Complaint on the face of it does not disclose an offence of Sexual Harassment, the EPC may drop the complaint after recording the reason/s thereof.
- 9.7 In case the complaint registered by the Complainant is found to be false at any stage, the complainant shall be liable for appropriate action as per the service rules of the company.
- 9.8 Each complaint shall be resolved within a period of 3 months (unless there is genuine reason for extension) from the complaint and communicated to the parties involved.

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### 10.0 Procedure for Enquiry

- 10.1 The quorum for the EPC will be at least 3 members.
- 10.2 The EPC shall record all the proceedings of the Enquiry and all members present in the meeting, shall endorse the same in token of authenticity thereof, a copy of which will be provided to the parties.
- 10.3 The Employee Protection Committee shall hand over the Statement of Allegation to the alleged wrong doer (Respondent) and give an opportunity to the Respondent to submit a written explanation if she / he so desires within 7 days of receipt of the same.
- 10.4 The Complainant shall be provided with a copy of the written explanation submitted by the Respondent.
- 10.5 If the Complainant or the Respondent desire to produce and examine any witness, they shall communicate in writing to the Employee Protection Committee the names of witness/es that they propose to examine.
- 10.6 If the Complainant/ Respondent, desires to tender any documents/corroborative material by way of evidence before the Employee Protection Committee, she / he shall supply true copies of such documents/ corroborative material to the Employee Protection Committee. Similarly, if the Respondent desires to tender any documents/ corroborative material in evidence before the Committee he / she shall supply true copies of such documents/ corroborative material to the Employee Protection Committee and shall affix his / her signature on the same to certify it to be a true copy.
- 10.7 The Employee Protection Committee shall provide fair and reasonable opportunity to the Complainant and to the Respondent, for putting forward and defending their respective case.
- 10.8 As far as possible, the Enquiry shall be conducted in the presence of both the Complainant and the Respondent.
- 10.9 That the EPC may conduct the Enquiry Ex-parte or dismiss the complaint as the case may be in the absence of any one or both the parties. However, on sufficient cause being shown for non-appearance by the defaulting party, the EPC may restore the enquiry. Such cause shall be shown without any unreasonable delay but not later than 15 days of such Ex-parte order.

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- 10.10 If, in the course of the proceedings before it, the Committee is satisfied that a prima facie case of sexual harassment is made out against the accused employee(s) and that there is any chance of the recurrence of any such action, or that it is required to do so in the interests of justice, it may, on the request of the complainant or otherwise, direct the transfer of such employee(s) from their present position, or even their suspension, pending the inquiry. Such decision shall be binding on the parties and shall be immediately implemented by the HR Department.
- 10.11 During the course of enquiry, if the Chairman of the Employee Protection Committee approves, the Complainant and/or the Respondent may be allowed assistance of a colleague (not a lawyer) from the same location.
- 10.12 The EPC shall conduct the enquiry in accordance with the principles of Natural Justice and submit a report to HR Manager with its recommendations, if any.
- 10.13 The HR Manager thereafter shall impose punishment which shall not be excessive. That after the submission of report by EPC no further disciplinary enquiry will be required before imposition of the punishment.

### **11.0 Confidentiality**

- 11.1 All proceedings, including the statements and other material adduced as evidence before the Committee shall be strictly confidential. The Committee shall take all steps to ensure that the parties before it and their representatives shall maintain strict confidentiality in all respects.
- 11.2 Divulgence of information by way of any direct or indirect sharing of such information with persons not directly related to the complaint without good reason can result in disciplinary action against the concerned committee member.

### **12.0 Obligation of the Management**

- 12.1 The Management of the Company shall provide all necessary assistance for the purpose of ensuring full, effective and speedy implementation of this policy.

### **13.0 Third Party Harassment**

- 13.1 Where sexual harassment occurs as a result of an act or omission by any third party or an outsider, the company shall take all steps necessary and reasonable to assist the affected persons in terms of support and preventive action.

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### **14.0 Punishment for false or malicious complaint and false evidence.**

14.1 Where the Employee Protection Committee, as the case may be, arrives at a conclusion that the complaint against the Respondent is malicious or the aggrieved woman employee or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer, as the case may be, to take action against such woman employee or any other person who has made complaint in accordance with the provisions of the service rules applicable to her or him or where no such service rules exist, in such manner as may be prescribed by President- Corporate Human Resources:-

Provided that a mere inability to substantiate a complaint or provide adequate proof should not attract action against the complainant.

### **15.0 Amendments & Interpretation**

15.1 This policy is subject to modification, amendment and alterations, in part or whole, by the Management without assigning any reasons or without giving any prior intimation.

15.2 This Policy is subject to any law for the time being in force relating to Sexual Harassment at Work-place.

15.2.1 Singular shall also mean plural and vice versa

15.2.2 Feminine gender shall also mean masculine gender and vice

Versa

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### Annexure 1 - Circle Wise Employee Protection Committee List

Employee Protection Committee List - AP Circle						
Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20000751	AP	Sheeba Sahni	AP &WB Hub -Head	Enterprise	<a href="mailto:Sheeba.Sahni@relianceada.com">Sheeba.Sahni@relianceada.com</a>
2	20042864	AP	Nisha Suri	Channel Sales Head	Enterprise	<a href="mailto:Nisha.Suri@relianceada.com">Nisha.Suri@relianceada.com</a>
3	20047078	AP	Seema Kankani	Marketing Head	Wireless	<a href="mailto:Seema.kankani@relianceada.com">Seema.kankani@relianceada.com</a>
4	20048931	AP	Tara Padmaja	C S	Wireless	<a href="mailto:Tara.Padmaja@relianceada.com">Tara.Padmaja@relianceada.com</a>
5	35029572	AP	Hymavathi Vallu	CRM	Enterprise	<a href="mailto:Hymavathi.vallu@s.relianceada.com">Hymavathi.vallu@s.relianceada.com</a>
Employee Protection Committee List - BH&JH						
Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20048601	BH&JH	Swarn Rashmi Ambastha	CS		<a href="mailto:Rashmi.Ambastha@relianceada.com">Rashmi.Ambastha@relianceada.com</a>
2	RHRSCS 00151	BH&JH	Deepti Rani	CS		<a href="mailto:Deepti.Rani@relianceada.com">Deepti.Rani@relianceada.com</a>
3	20002655	BH&JH	Sanjay Jaiswal	CS		<a href="mailto:Sanjay.Jaiswal@relianceada.com">Sanjay.Jaiswal@relianceada.com</a>
4	35030785	BH&JH	Niraj Kumar Sahay	Security, Facility & Admin		<a href="mailto:Niraj.Sahay@relianceada.com">Niraj.Sahay@relianceada.com</a>
Employee Protection Committee List - Delhi Circle						
Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20051475	Delhi	Shuchi Choubey	HR	HR	<a href="mailto:Shuchi.Choubey@relianceada.com">Shuchi.Choubey@relianceada.com</a>
2	20041957	Delhi	Ashish Handa	Legal	Shared Services	<a href="mailto:Ashis.Handa@relianceada.com">Ashis.Handa@relianceada.com</a>
3	20025497	Delhi	Udita Chandra Kumar	Regulatory	Shared Services	<a href="mailto:Udita.Kumar@relianceada.com">Udita.Kumar@relianceada.com</a>
4	20040173	Delhi	Nimrat Singh	Customer Care	Wireless	<a href="mailto:Nimrat.Singh@relianceada.com">Nimrat.Singh@relianceada.com</a>
Employee Protection Committee List - Gujarat						
Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20004595	Gujrat	Ratna Madeka	CBB	Wireless New	<a href="mailto:Ratna.Madeka@relianceada.com">Ratna.Madeka@relianceada.com</a>
2	1181901	Gujrat	Birva Patel	HR	Shared Services	<a href="mailto:Birva.Patel@relianceada.com">Birva.Patel@relianceada.com</a>
3	20025080	Gujrat	Manish Khetrpal	Wireless	Wireless	<a href="mailto:Manish.Khetrapal@relianceada.com">Manish.Khetrapal@relianceada.com</a>
4	20001071	Gujrat	Shailendra Shobhachandra Jain	Commercial	Shared Services	<a href="mailto:Shailendra.S.Jain@relianceada.com">Shailendra.S.Jain@relianceada.com</a>
Employee Protection Committee List - Kerala						
Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20004128	Kerala	Deepa Suresh	CSD	Wireless Business	<a href="mailto:Deepa.Suresh@relianceada.com">Deepa.Suresh@relianceada.com</a>

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2	35011757	Kerala	Elima Abraham	HR		<a href="mailto:Elima.Abraham@relianceada.com">Elima.Abraham@relianceada.com</a>
3	20006260	Kerala	Manoj Madhav	Sales		<a href="mailto:Manoj.Madhav@relianceada.com">Manoj.Madhav@relianceada.com</a>
4	20032245	Kerala	K Prashant Kumar	HR		<a href="mailto:Prashanth.K.Kumar@relianceada.com">Prashanth.K.Kumar@relianceada.com</a>

### Employee Protection Committee List - Karnataka

Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20042617	Karnataka	Amita Shetty	CS	Wireless	<a href="mailto:Amita.Shetty@relianceada.com">Amita.Shetty@relianceada.com</a>
2	20047483	Karnataka	Meenakshee Soman	Sales	Wireless	<a href="mailto:Meenakshee.Soman@relianceada.com">Meenakshee.Soman@relianceada.com</a>
3	20048678	Karnataka	Chhavi Kankhedia	Marketing	Wireless	<a href="mailto:Chhavi.Kankhedia@relianceada.com">Chhavi.Kankhedia@relianceada.com</a>
4	20006002	Karnataka	R Narayanan	CS	India Enterprise	<a href="mailto:R.Narayanan@relianceada.com">R.Narayanan@relianceada.com</a>

### Employee Protection Committee List - MP & CG

Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20052105	MPCG	Jahnvi Khatri	GSM Marketing	Wireless	<a href="mailto:Janhvi.Khatri@relianceada.com">Janhvi.Khatri@relianceada.com</a>
2	20028244	MPCG	Pradeep Kumar Mohanty	HR	Common Services	<a href="mailto:Pradeep.Mohanty@relianceada.com">Pradeep.Mohanty@relianceada.com</a>
3	20002755	MPCG	Ranjeet K Gurtoo	Commercial	Common Services	<a href="mailto:Ranjeet.K.Gurtoo@relianceada.com">Ranjeet.K.Gurtoo@relianceada.com</a>
4	20034034	MPCG	Nandita Mishra	Customer Services	Wireless	<a href="mailto:Nandita.Mishra@relianceada.com">Nandita.Mishra@relianceada.com</a>

### Employee Protection Committee List - MH&GOA

Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20048665	MH & GOA	Varsha Kothawale	CSO	Wireless	<a href="mailto:Varsha.Kothawale@relianceada.com">Varsha.Kothawale@relianceada.com</a>
2	20049817	MH & GOA	Sanjay Bhutani	Enterprise	Enterprise	<a href="mailto:Sanjay.Bhutani@relianceada.com">Sanjay.Bhutani@relianceada.com</a>
3	20051882	MH & GOA	Ranjit Sodhi	Wireless	Wireless	<a href="mailto:Ranjit.Sodhi@relianceada.com">Ranjit.Sodhi@relianceada.com</a>
4	20049147	MH & GOA	Shantanu Bhattacharya	HR		<a href="mailto:Shantanu.Bhattacharya@relianceada.com">Shantanu.Bhattacharya@relianceada.com</a>

### Employee Protection Committee List - Mumbai Circle

Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20042944	Mumbai	Farzeen Khan	HR	Shared Service	<a href="mailto:Farzeen.Khan@relianceada.com">Farzeen.Khan@relianceada.com</a>
2	20048130	Mumbai	Shalini Shori	Sales	Enterprise	<a href="mailto:Shalini.Shori@relianceada.com">Shalini.Shori@relianceada.com</a>
3	20000729	Mumbai	Arjun Verma	Commercial	Shared Service	<a href="mailto:Arjun.Verma@relianceada.com">Arjun.Verma@relianceada.com</a>
4	20046475	Mumbai	Pankaj Sootha	CS	Wireless	<a href="mailto:Pankaj.Sootha@relianceada.com">Pankaj.Sootha@relianceada.com</a>

### Employee Protection Committee List - NHQ

Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20040352	NHQ	Alpna Doshi	RTS	RTS	<a href="mailto:Alpna.Doshi@relianceada.com">Alpna.Doshi@relianceada.com</a>
2	20030960	NHQ	Arup Gupta	Corporate-HR	Human Resources	<a href="mailto:Arup.Gupta@relianceada.com">Arup.Gupta@relianceada.com</a>

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3	20004802	NHQ	Anjali Shende	Business Commercial	Shared Services	<a href="mailto:Anjali.Shende@relianceada.com">Anjali.Shende@relianceada.com</a>
4	20005325	NHQ	Yogita Ajgaonkar	Sales	Global	<a href="mailto:Yogita.Ajgaonkar@relianceada.com">Yogita.Ajgaonkar@relianceada.com</a>
5	20039570	NHQ	Grace Thomas	Direct Taxation	Shared Services	<a href="mailto:Grace.Thomas@relianceada.com">Grace.Thomas@relianceada.com</a>
6	20003425	NHQ	Vaishali Singh	Corporate-HR	Human Resources	<a href="mailto:Vaishali.Singh@relianceada.com">Vaishali.Singh@relianceada.com</a>

### Employee Protection Committee List - NESA

Sr	E. Code	Circle	Name of the Employee	Department	Business	Email Id
1	20043502	NESA	Sunita D Borthakur	CS	Wireless	<a href="mailto:Sunita.D.Borthakur@relianceada.com">Sunita.D.Borthakur@relianceada.com</a>
2	20016479	NESA	Rajib Dutta	S&D	Wireless	<a href="mailto:Rajib.Dutta@relianceada.com">Rajib.Dutta@relianceada.com</a>
3	20051457	NESA	Deepanjali Konwar	HR	Human Resource	<a href="mailto:Deepanjali.Konwar@relianceada.com">Deepanjali.Konwar@relianceada.com</a>
4	20038036	NESA	Barnali Sharma	CS	Wireless	<a href="mailto:Barnali.Sharma@relianceada.com">Barnali.Sharma@relianceada.com</a>

### Employee Protection Committee List - Odisha Circle

Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20052088	Odisha	Susmita Mahapatra	CS	Wireless	<a href="mailto:Susmita.mahapatra@relianceada.com">Susmita.mahapatra@relianceada.com</a>
2	35032467	Odisha	Sangita Panda	CS	Wireless	<a href="mailto:Sangita.panda@relianceada.com">Sangita.panda@relianceada.com</a>
3	20051887	Odisha	Priyanka Namtoar	Postpadi	Wireless	<a href="mailto:Priyanka.Namtoar@relianceada.com">Priyanka.Namtoar@relianceada.com</a>
4	20049520	Odisha	Ranjeet Mohanty	Legal	Common Services	<a href="mailto:Ranjeet.Mohanty@relianceada.com">Ranjeet.Mohanty@relianceada.com</a>
5	20051519	Odisha	Sanjib Mishra	HR	Common Services	<a href="mailto:Sanjib.mishra@relianceada.com">Sanjib.mishra@relianceada.com</a>
6	27866665	Odisha	Sonali Ray	HR	RHRS	<a href="mailto:Sonali.Ray@relianceada.com">Sonali.Ray@relianceada.com</a>

### Employee Protection Committee List - Punjab, Haryana & Jammu Kashmir

Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20035645	Upper North	Monika Bajpai	HR	Corporate Staff Group	<a href="mailto:Monika.Bajpai@relianceada.com">Monika.Bajpai@relianceada.com</a>
2	20051618	Upper North	Manmeet Sandhu	CS	Wireless	<a href="mailto:Sandhu.Manmeet@relianceada.com">Sandhu.Manmeet@relianceada.com</a>
3	20032595	Upper North	Rajni Bedi	HR	Corporate Staff Group	<a href="mailto:Rajni.Bedi@relianceada.com">Rajni.Bedi@relianceada.com</a>
4	20041851	Upper North	Sami Butt	Circle Office	Wireless	<a href="mailto:Sami.Butt@relianceada.com">Sami.Butt@relianceada.com</a>
5	20039922	Upper North	Garry Rana	Legal	Commercial	<a href="mailto:Garry.Rana@relianceada.com">Garry.Rana@relianceada.com</a>

### Employee Protection Committee List - Rajasthan

Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20051556	Rajasthan	Vandana Kharbanda	HR	Human Resource	<a href="mailto:Vandana.Kharbanda@relianceada.com">Vandana.Kharbanda@relianceada.com</a>
2	20050936	Rajasthan	Michelle Robin	CS	Wireless New	<a href="mailto:Michelle.Robin@relianceada.com">Michelle.Robin@relianceada.com</a>
3	20008739	Rajasthan	Shailesh Thakur	Network	Network	<a href="mailto:Shailesh.Thakur@relianceada.com">Shailesh.Thakur@relianceada.com</a>

## Policy on Prevention, Prohibition and Redressal of Sexual Harassment.

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4	20021755	Rajasthan	Mukesh Chaplot	CSM	Enterprise - India	<a href="mailto:Mukesh.Chaplot@relianceada.com">Mukesh.Chaplot@relianceada.com</a>
<b>Employee Protection Committee List - Tamilnadu</b>						
Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20023469	TN	Indira Anthony Raj	Commercial	Shared Services	<a href="mailto:Indira.Anthony@relianceada.com">Indira.Anthony@relianceada.com</a>
2	20043100	TN	Kalaimagal S	Legal	Shared Services	<a href="mailto:Kalaimagal.Shanmugasundaram@relianceada.com">Kalaimagal.Shanmugasundaram@relianceada.com</a>
3	20049094	TN	Bindu Chitra D	Customer Care	Wireless	<a href="mailto:Bindu.Chitra@relianceada.com">Bindu.Chitra@relianceada.com</a>
4	20000471	TN	Sujatha Santhanam	Sales	Enterprise	<a href="mailto:Sujatha.Santhanam@relianceada.com">Sujatha.Santhanam@relianceada.com</a>
5	20027167	TN	M Lakshmiprasad	Humar Resources	Human Resources	<a href="mailto:madineni.prasad@relianceada.com">madineni.prasad@relianceada.com</a>
<b>Employee Protection Committee List - Uttar Pradesh</b>						
Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20028530	UP	Lovely Sharma	Enterprise	Enterprise	<a href="mailto:Lovely.Sharma@relianceada.com">Lovely.Sharma@relianceada.com</a>
2	20043612	UP	Geetu Gupta	CS	Wireless	<a href="mailto:Geetu.G.Gupta@relianceada.com">Geetu.G.Gupta@relianceada.com</a>
3	20049389	UP	Shobhita Pant	HR	Common Services	<a href="mailto:Shobhita.Pant@relianceada.com">Shobhita.Pant@relianceada.com</a>
4	20046780	UP	Vinod Kumar Singh	Legal	Common Services	<a href="mailto:Vinod.Vs.Singh@relianceada.com">Vinod.Vs.Singh@relianceada.com</a>
5	20016290	UP	Atul Kumar	Sales	Wireless	<a href="mailto:Atul.K.Kumar@relianceada.com">Atul.K.Kumar@relianceada.com</a>
<b>Employee Protection Committee List - West Bengal</b>						
Sr	EC No	Circle	Name of the Employee	Department	Business	Email Id
1	20051243	WB	Dipanwita Das	CS	Wireless	<a href="mailto:dipanwita.das@relianceada.com">dipanwita.das@relianceada.com</a>
2	20051965	WB	Bharti Misra	HR	HR	<a href="mailto:bharti.misra@relianceada.com">bharti.misra@relianceada.com</a>
3	20000133	WB	Madhumita Gupta	SLEAC	CSG	<a href="mailto:madhumita.gupta@relianceada.com">madhumita.gupta@relianceada.com</a>
4	20002613	WB	Sangeeta Ganguly	Marketing	Wireless	<a href="mailto:sangeeta.ganguly@relianceada.com">sangeeta.ganguly@relianceada.com</a>
5	20004176	WB	Ranjan Tarafder	GSM	Wireless	<a href="mailto:ranjan.tarafder@relianceada.com">ranjan.tarafder@relianceada.com</a>
6	20002240	WB	Swarup Sinha Ray	BSG	Enterprise	<a href="mailto:swarup.sinharay@relianceada.com">swarup.sinharay@relianceada.com</a>