



NOTICE

PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE (POSH) COMMITTEE

Karnataka Golf Association firmly believes that every employee has a right to work in an environment free from harassment, intimidation or any offensive behaviour and in which issues of harassment will be resolved without fear of reprisal.

The Association is committed to creating and maintaining a secure work environment where the Employees, Agents, Vendors and Partners can work and pursue business together in an atmosphere free of harassment, exploitation and intimidation caused by acts of Sexual Harassment.

To maintain a work environment that is free from sexual harassment and provides protection at the workplace, a POSH Committee has been constituted to take effective measures under the applicable law to avoid and to eliminate and if necessary to punish any sexual harassment, as per the HR Policy Guidelines.

The POSH COMMITTEE has been constituted comprising of Chairperson and Members for the current year 2020-21:

1. Chairperson: Mrs N. Nirmala, Admin Manager.
2. Member 1: Mr Suresh Jois Chandrashekar,
Hon. Secretary (co-terminus)
3. Member 2: Col. Ravindranath Tiwari, Chief Executive Officer
4. Member 3: Mrs A Lilly Mary,
5. Member 4: Mrs Parvathi
6. Member 5: Mr Madhu Menon, HR Manager.
7. External Member: Mrs Geeta Menon

According to the Supreme Court ruling, sexual harassment is not welcome. Sexual Harassment behaviour can be determined as -

- Physical contact and advances.
- Sexually coloured remarks.
- Showing pornography.
- Sexual demand through words or actions (also includes quid pro quo harassment).

Sexual harassment would also include: -

- Attempts to influence a coworker or subordinate to submit to unwelcome sexual advances.
- Either implicitly or explicitly making verbal or physical conduct of sexual nature a condition of employment



- Either implicitly or explicitly withholding promotions or other benefits for accepting or resisting sexual advances
- Threatening professional retribution.

Hostile work environment which could translate into written, verbal, visual, physical includes: -

- Coworker/supervisor engaging in unwelcome, inappropriate sexually based behaviour at the workplace, making the workplace intimidating or hostile.
- Any sexual assault using one's body or any object as an extension of one's body against the other, without the latter's consent or will.
- Sexually coloured remarks, jokes, comments, letters, phone calls, SMS, emails.
- Vulgar gestures, display of pornography, stares, or physical contact.

The sexual harassment law is restricted to the act to any incident happening in a working relationship. To that extent, it will extend to incidents involving the staff and member/dependents/other users of clubs and to incidents between member/dependents/other users of clubs to staff.

The POSH Committee of KGA is NOT mandated to investigate any incident involving members and other users of the club during their usage of club facilities.

The tenure of the Committee will be for three years from **01 Sep 21** to **31 Aug 24**.

Suresh Jois Chandrashekar
Hon. Secretary