



Member

International Rugby Board • Asian Rugby Football Union • Indian Olympic Association

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE FOR INQUIRY INTO COMPLAINTS RELATING TO SEXUAL HARASSMENT AT WORKPLACE.

Rugby India has zero tolerance to 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. In accordance with Section 4 read with section 19(b) and Rule 13(e) of the Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act and the Rules 2013, the Internal Complaints Committee (ICC) consisting of the following members is constituted.

Name	ICC Designation
Ms. Sanaya Mehta Vyas	Presiding Officer
Ms. Vahbiz Bharucha	Member
Ms. Akshay Basrur	Member
Ms. Veena Gowda	External Member

The appointment of the committee shall be effective from **14 April 2023** and shall be in force for a period of 3 years. Any vacancies arising during the said period will be filled up in accordance with the provisions of the Act and Rules read with the policy of the company. This Committee has limited powers of a civil court.

Penal Consequences of Sexual Harassment at Workplace

Any person found guilty of violating the Policy on Prevention of Sexual Harassment (POSH) at the Workplace read with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 & Rules, 2013, shall be liable for appropriate disciplinary action, leading upto and including termination of services with/or without compensation based on severity of case.

In case a complaint is filed under the applicable provisions of Indian Penal Code, the Respondent may also have to face imprisonment, the term of which may range between 1 - 3 years or with fine or both.

For
Rugby India

Nasser Hussain
CEO – Rugby India
Date: 14 April 2023

