



Prevention of Sexual Harassment at the Workplace Policy

Our Commitment:

We are unwavering in our dedication to cultivating a workplace that is devoid of sexual harassment. Our "Policy on Prevention of Sexual Harassment at the Workplace" epitomizes our commitment to ZERO TOLERANCE on any sexual harassment incident in the organisation.

Policy Scope:

This policy is comprehensive in its application, addressing all employees and interactions within our organization. It encompasses the prevention, protection, reporting, investigation, and resolution of sexual harassment incidents.

Our Pledge:

- Safeguarding the well-being and dignity of every employee.
- Uplifting the principles of the "Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013."
- Ensuring absolute confidentiality in all matters pertaining to complaints and investigations.

Reporting/Complaint Mechanisms:

- Directly to the Internal Committee member or HR head/ Manager
- Transparent Complaint Mechanism
- Utilizing the official written complaint form accessible on our website and notice board.

Protection Against Retaliation:

We extend our unequivocal commitment to the safeguarding of whistleblowers and assure a work environment devoid of any form of retaliation at JKIBL.

Education and Training:

We place strong emphasis on regular training programs that aim to empower employees at JKIBL with the capacity to identify signs of sexual harassment and comprehend the procedures for reporting such incidents.

Our Vision:

Our vision entails the establishment of a secure, nurturing, and inclusive work environment where every employee at JKIBL can prosper, their voices are cherished, and their rights are vigilantly safeguarded.

Contact Information:

For further details, please feel free to reach out to any of the IC Members (List on Display).

For the comprehensive policy, kindly refer to the HR Department.