

DHANANJAY S. MAHAMUNI
B.L.S, LL.B
Advocate High Court

59, DR. V. B. GANDHI MARG, KALA GHODA, FORT, MUMBAI - 400001

29.08.2025

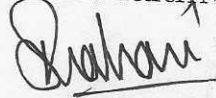
To,
SAMBHAVANA
6, Sumangal Co-op Housing society,
Sector 2, Airoli,
Navi Mumbai - 400708

REF: - GENDER NEUTRAL POSH POLICY

Madam / Sir,

I've gone through the policy, and it has been verified by me. The policy is in line with the current Indian laws.

Yours faithfully,


Advocate

DHANANJAY SHARAD MAHAMUNI
Advocate High Court
59, Dr. V. B. Gandhi Marg,
Kala Ghoda, Fort,
Mumbai-400 023.

Gender Neutral POSH Policy

SAMABHAVANA is committed to maintaining a safe, respectful, and inclusive work environment that is free from all forms of sexual harassment.

This Gender Neutral Prevention of Sexual Harassment Policy is designed to protect the rights and dignity of all stakeholders & individuals associated with our organization, irrespective of their gender identity or expression.

This policy applies to all employees, volunteers, contractors, and individuals associated with Samabhavana.

Definition of Sexual Harassment.

- a. Sexual harassment refers to any unwelcome conduct of a sexual nature that violates a person's dignity and creates an intimidating, hostile, degrading, or offensive environment.
- b. This includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, verbal or written comments or jokes of a sexual nature, unwanted physical contact, sexually explicit emails or messages, displaying sexually suggestive material, and any other form of unwanted conduct with a sexual connotation.

Zero Tolerance.

- a. SAMABHAVANA has a zero-tolerance policy towards sexual harassment in any form.
- b. Sexual harassment is strictly prohibited and will not be tolerated under any circumstances.
- c. All Stakeholders & Individuals associated with SAMABHAVANA are expected to adhere to this policy and treat one another with respect and dignity, regardless of gender identity or expression.

Complaint Reporting Mechanism.

- a. SAMABHAVANA has established a confidential and accessible reporting mechanism for complaints of sexual harassment.
- b. Any individual who believes they have experienced or witnessed sexual harassment is encouraged to report the incident promptly to their supervisor, manager, or designated Human Resources representative.
- c. Complaints may be made verbally or in writing, and efforts will be made to protect the privacy and confidentiality of all parties involved.

Investigation and Resolution.

- a. All complaints of sexual harassment will be treated seriously, and appropriate steps will be taken to investigate and address each complaint promptly and fairly.
- b. An impartial investigation will be conducted by qualified personnel to gather facts, interview relevant parties, and make a determination based on the available evidence.
- c. Disciplinary action will be taken against individuals found to have engaged in sexual harassment, which may include counseling, warnings, suspension, termination of employment, or any other appropriate action in accordance with applicable laws and regulations.
- d. SAMABHAVANA will take measures to protect individuals who make complaints in good faith from any form of retaliation.

Awareness and Training.

- a. SAMABHAVANA will provide regular awareness programs and training sessions to educate all its stakeholders, employees, volunteers, and contractors about sexual harassment, its impact, and their rights and responsibilities.
- b. Training will include information on how to recognize, prevent, and respond to sexual harassment and how to report incidents.
- c. Training sessions will be conducted at regular intervals and will be mandatory for all individuals associated with SAMABHAVANA.

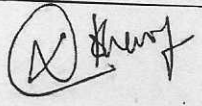

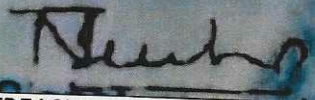
Support and Assistance.

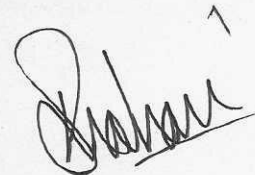
- a. SAMABHAVANA will provide support and assistance to individuals who have experienced sexual harassment, including information about counseling services, legal resources, and external support organizations.
- b. Efforts will be made to ensure that victims/survivors are supported and treated with compassion, dignity, and sensitivity throughout the resolution process.

Review and Compliance.

- a. This Sexual Harassment Policy will be reviewed periodically to ensure its effectiveness and compliance with applicable laws and regulations.
- b. Any updates or revisions to the policy will be communicated to all its stakeholders, employees, volunteers, contractors, and individuals associated with SAMABHAVANA.

By adopting this Gender Neutral Prevention of Sexual Harassment Policy, SAMABHAVANA reiterates its commitment to providing a safe and respectful working environment, where all individuals are treated with dignity and have the right to work free from sexual harassment, irrespective of their gender identity or expression.

		
PRESIDENT	SECRETARY	TREASURER



DHARAMJAY SHARAD MAHAMUNI
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