ClubMahindra

Composition of Internal Committee (IC)

In our constant endeavor of providing a workplace that is free from all forms of discrimination, including sexual harassment and complying to the guidelines as laid by and in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 we are pleased to announce the formation of Internal Complaints Committee to deal with any reported incidence of Sexual Harassment of Women at Workplace. Any employee's behavior that fits the definition of sexual harassment is a form of misconduct will result in disciplinary action which may include warning, demotion, Suspension or termination as per the service rules and as stipulated in the Sexual harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The details of the committee are hereunder:

Corporate Office - Mumbai			
Post of Committee Members	**Employee Name**	**Designation**	**Email IDs**
Presiding Officer	Vanessa Madre Deus	General Manager - Human Resources	Vanessa.MadreDeus531@mahindraholidays.com
Member	Arathi Shivakumar	General Manager – Legal	Arathi.Shivakumar930@mahindraholidays.com
Member	Santhosh Kutty	Chief Business Officer	Santhosh.Kutty@MAHINDRAHOLIDAYS.COM
Member	Subhash Dhyani	VP MEM	Subhash.Dhyani619@mahindraholidays.com
Member	Shaila Shettigar	Deputy General Manager HR	Shaila.Shettigar@mahindraholidays.com
Member	Roli Gupta	External representative	

Corporate Office - Chennai & Branch South Zone			
Post of Committee Members	**Employee Name**	**Designation**	**Email IDs**
Regional IC Lead	Gouri Banik	Branch Manager	Gouri.Banik637@mahindraholidays.com
Member	V Mukund	Head - Customer Acquisition (South)	V.Mukund@mahindraholidays.com
Member	Jinal Shah	Corp Manager Legal	Jinal.Shah312@mahindraholidays.com
Member	Shyju Daniel	General Manager Grievance Redressal (MEM)	Shyju.Daniel585@mahindraholidays.com
Member	Roli Gupta	External representative	

Branch West Zone			
Post of Committee Members	Employee Name	Designation	Email IDs
Regional IC Lead	Shweta Srivastava	VP - Customer Operations	SHWETA.SRIVASTAVA594@MAHINDRAHOLIDAYS.COM
Member	Aastha Gupta	General Manager Acquisition Marketing	AASTHA.GUPTA541@mahindraholidays.com
Member	Surender Uzan	Head L&OD	Surender.Unzan489@mahindraholidays.com
Member	Gaurav Lamba	Regional Manager Sales	Gaurav.Lamba545@mahindraholidays.com
Member	Jayant Kharat	Zonal Manager - Human Resources	Jayant.Kharat561@mahindraholidays.com
Member	Roli Gupta	External representative	

Branch North & Central & East Zone			
Post of Committee Members	Employee Name	Designation	
Regional IC Lead	Ekta Sharma	Corporate Manager - Finance	Ekta.Sharma@MAHINDRAHOLIDAYS.COM
Member	Shyla Bhadwal	Deputy General Manager - Human Resources	Shyla.Bhadwal676@MAHINDRAHOLIDAYS.COM
Member	Manish Bajpai	Regional Manager - Human Resources	Manish.Bajpai@mahindraholidays.com
Member	Manish Singh	Regional Manager - Sales	Manish.Singh675@MAHINDRAHOLIDAYS.COM
Member	Roli Gupta	External representative	

Resort South Zone			
Post of Committee Members	Employee Name	Designation	
Regional IC Lead	Sushmita Roy	General Manager- BE Resorts	Sushmita.Roy056@mahindraholidays.com
Member	Gagandeep Singh	Regional Head (Tamil Nadu and Karnataka)	Gagandeep.S@MAHINDRAHOLIDAYS.COM
Member	Alex Koshy	Regional Head - Kerala	Alex.Koshy222@mahindraholidays.com
Member	Shaija Jacob	Regional Manager - Resort Sales	Shaija.Jacob@mahindraholidays.com
Member	Roli Gupta	External representative	

Resort West Zone			
Post of Committee Members	**Employee Name**	**Designation**	
Regional IC Lead	Neha Sharma	Cluster Head - Operations	Neha.Sharma459@mahindraholidays.com
Member	Sonali Nair	Business Unit Head	Sonali.Nair287@mahindraholidays.com
Member	Reena John	Manager - Human Resources	Reena.John185@MAHINDRAHOLIDAYS.COM
Member	Amit Nijhawan	Deputy General Manager Legal	Amit.Nijhawan@MAHINDRAHOLIDAYS.COM
Member	Kripal Negi	Regional Head - Rajasthan	Kripal.Negi@mahindraholidays.com
	Roli Gupta	External representative	

Resort North Zone			
Post of Committee Members	**Employee Name**	**Designation**	
Regional IC Lead	Neha Khetwani	Regional Resort HR Manager	Neha.Khatwani967@mahindraholidays.com
Member	Rohit Gupta	Cluster Manager- HR	Gupta.Rohit@mahindraholidays.com
Member	Animesh Dandriyal	Regional Manager Resort Sales	Animesh.Dandriyal130@mahindraholidays.com
Member	Neha	Assistant Manager - Human Resources	Neha.756@MAHINDRAHOLIDAYS.COM
External representative	Roli Gupta	External representative	

Resort East Zone			
Post of Committee Members	**Employee Name**	**Designation**	
Regional IC Lead	Mansi Lehri	Company Secretary	Mansi.Laheri038@mahindraholidays.com
Member	PARUL GAUTAM	General Manager Guest Experience & Quality	PARUL.GAUTAM573@mahindraholidays.com
Member	Abhijit Nath	Area Manager-Sikkim & East	Abhijit.Nath@mahindraholidays.com
Member	Kuljit Singh	Regional Resort HR Manager	Kuljit.Singh563@mahindraholidays.com
External representative	Roli Gupta	External representative	

Any person facing any form of sexual harassment at the workplace should file a written complaint to any Committee member mentioning the following details:

- Date(s) of the incident(s)
- Relevant Timing(s) and location(s)
- Name of the complainant
- Name of the respondent(s)
- Description of each incident(s)
- Parties working relationship.
- Name(s) and address(es) of witness(es) who may have witnessed this alleged harassment
- Supporting Documents (if any)

In case any help or guidance is required, please send an email to posh@MAHINDRAHOLIDAYS.COM.