

Terre Des Hommes, Germany
April 2025 – March 2028
Committee for Prevention of Sexual Harassment at Workplace
(Internal Committee)

1. **Ms. Smita Pawar (Chair Person)** [Jt. Finance Co-ordinator - Coordination Office, Pune]
Mobile +91 9604373930
Email- s.pawar@tdh.de
2. **Ms. Shilpa Sharma** [Project Documentists - Coordination Office, Pune]
Mobile +91 9304612320
Email- s.sharma@tdh.de
3. **Ms. Shiji Alfred** [Accounts and Administrative Officer – South Zone, Bangalore]
Mobile +91 9535022886
Email- s.alfred@tdh.de
4. **Mr. Rohit Rakshit** [Programme Officer - Eastern Zone, Kolkata]
Mobile +91 8017540068
Email- r.rakshit@tdh.de
5. **Mr. Navnath Gore** [Programme Officer - Western Zone, Pune]
Mobile 91 9373255239
Email- n.gore@tdh.de
6. **Mr. Vipin Kumar** [Accounts and Administrative Officer - Northern Zone, New Delhi]
Mobile +91 8726182273
Email- v.kumar@tdh.de
7. **Ms. Vidya Selvamony** (External Member)
Mobile +919448276715
Email- vidya.selvamony@gmail.com

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 OF INDIA defines Sexual Harassment as any:

- Unwelcome 'Physical contact and advances'
- Unwelcome 'Demand or request for sexual favours'
- Unwelcome 'Sexually coloured remarks'
- Unwelcome 'Display of pornography'
- Unwelcome 'Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature'

If you are being harassed, this is what you can do:

- Do not feel a sense of shame. Tell the harasser very clearly that you find his behaviour offensive.
- Do not ignore the harassment in the hope that it will stop on its own. Come forward and complain.
- Talk to somebody you trust about the harassment. It will not only give you strength but also help others in similar situations to come forward and complain.
- Keep a record of all incidents of sexual harassment in a notebook. If you feel the need to register a formal complaint later, this record will be helpful.

Please feel free to contact the committee members or any other members if you wish to complain about sexual harassment at workplace.