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# THE ANTI-SEXUAL HARASSMENT NATIONAL COUNCIL



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# OUR VISION

THE COUNCIL AIMS TO PUT TOGETHER A TEAM OF WOMEN FROM DIFFERENT FIELDS/SPECIALISATIONS, COMMITTED TO THE CAUSE OF WOMEN.

THE COUNCIL WILL DEVELOP BROAD GUIDELINES, PLANS, AND STRATEGIES GARNERED TOWARDS ERADICATION OF SEXUAL HARASSMENT AT WORKPLACE

TO ENSURE THAT ALL EMPLOYEES ARE AWARE OF THEIR RIGHTS AND THE AVAILABLE RESOURCES TO CRATE A SAFE AND RESPECTFUL WORK ENVIRONMENT.

# ANJU KAPUR

## NATIONAL PRESIDENT ASH COUNCIL

- Ms Anju Kapur is a lawyer with more than twenty years of experience and hold a Master's degree in Law and Sociology.
- Having worked as a Consultant with Ernst & Young and Price Waterhouse Coopers, she set up my law firm, AKMD Legal in 2005. Her expertise lies in Disputes and Corporate Advisory.
- Trained in Sociology and Law, she has been working towards creating socio-legal awareness on various issues, especially in the fields of gender equality, women empowerment, gender based violence and prevention of sexual harassment/abuse of women and children.
- She conducts workshops/training on various laws, for schools, colleges, institutions, and companies. She has worked with DCW, DCPCR, Pradhan Mantri Kaushal Yojna Center amongst others.



# MELISSA ARULAPPAN

## NATIONAL VICE-PRESIDENT ASH COUNCIL

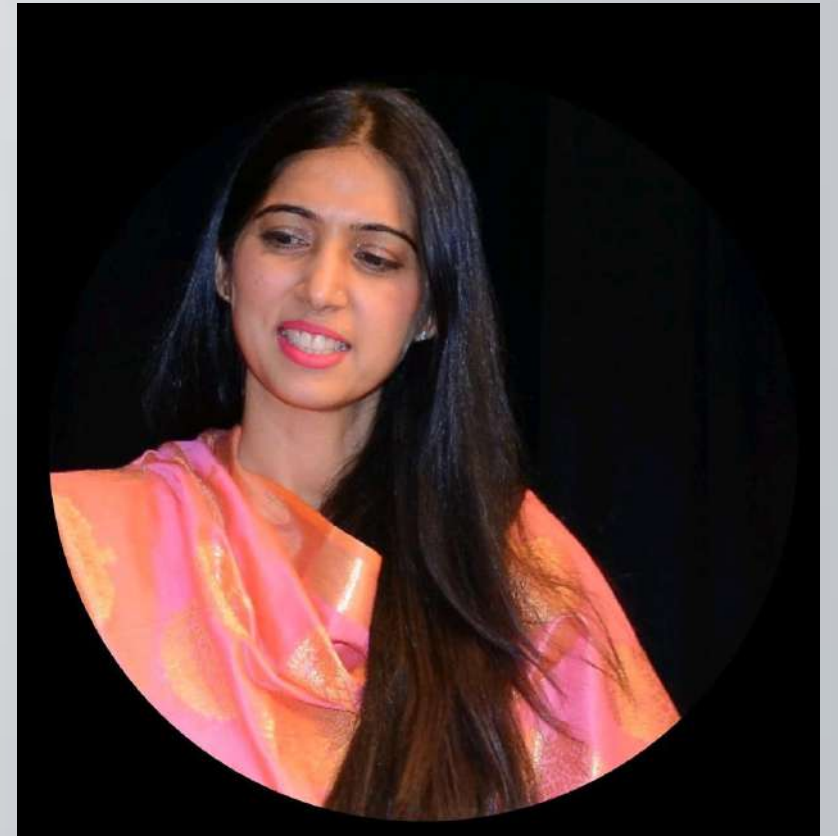
- Melissa Arulappan has spent over three decades in challenging and exciting communication roles in the corporate and consultancy sector in India.
- She is currently India Communications Head of US-based human data science firm, IQVIA.
- She was earlier Vice President & Director, Development, Corporate Voice|Weber Shandwick and before that with Glaxo India.
- She has served as a POSH Chair and is actively involved with initiatives to support women in their careers both at work and in the communications industry. She is a Founder Member of the Global Women in PR – India Chapter.
- Passionate about nurturing and developing talent, Melissa is actively involved in teaching PR and running professional development initiatives.
- Melissa holds a post graduate degree in medical and psychiatric social work from Tata Institute of Social Sciences, an advanced diploma in PR from Xavier Institute of Communications and is a Chevening Scholar, Women in Leadership and Management.



# MS. AMAN PANNU

## MEMBER

- Ms. Aman Pannu heads the Corporate Communications & CSR department at DCM Shriram Ltd.
- With over 21 years of experience, Aman has vast expertise in the fields of Media Relations, Corporate Communications, Management, Marketing and CSR.
- With a post graduate degree in Mass Communications from Symbiosis Institute of Mass Communication, she has worked in different sectors of the industry including agriculture, chemicals, retail and alcohol industry.
- She is an eminent speaker at various forums like National CSR Network, CSRBOX etc. She has been associated with DCM Shriram Ltd. for over 11 years and has also worked extensively on building the company's archives and heritage gallery.



# MALINI GULATI

## MEMBER

- Malini Gulati works with Genpact as a Senior Legal Compliance Counsel based out of Gurgaon, India . She is also a member of the Institute of Company Secretary of the India (ICSI) being a Company Secretary by profession and currently serves as one for Genpact group company.
- She comes with extensive experience in handling Legal, Compliance, Corporate Governance, Data security and investigations. Malini has successfully build, trained and led large domestic and international legal, compliance and risk management teams.
- She currently leads the Global whistleblower program for Genpact and has been instrumental in implementation and running the POSH Program and presides over multiple Internal Committee(s) and involved in investigation of numerous POSH matters for several years now.



# UPASANA CHOUDHRY

## MEMBER

- Upasana Choudhry is sustainability professional with over 25 years of work experience spanning both, development and private sector.
- She has been engaged in policy development at national, regional as well as global levels.
- She works around child rights, chemicals safety, corporate citizenship, waste among others. Gender mainstreaming and rights-based approach has been central to her work.
- She holds a Master Degrees in Development studies from Erasmus International Institute of Social Studies (ISS), The Netherlands and in Social Work from New Delhi.
- She is currently the South Asia Head, Sustainability and Product Compliance, HP Inc.



# POOJA SINGH

## MEMBER

- Pooja Singh is a graduate in Engineering from Aligarh Muslim University and is currently pursuing MBA from NMIMS.
- She started my career in social sector and have worked with grass root level NGOs and national level NGOs like Give India Foundation. At Give India, she collaborated with various Non-profits supporting them on the platform and engaging them for the Give India's annual fundraising event which involved proactive communication outreach and support.
- Currently she is involved with The Akshaya Patra Foundation involves partnerships and collaboration with corporates, MNCs, Foundations, Grantors to support the Mid-day meal program in Government schools of India. And is also managing International grants applications to support various programs of Akshaya Patra Foundation.





# ANJU CHHABRA KHURANA

## MEMBER

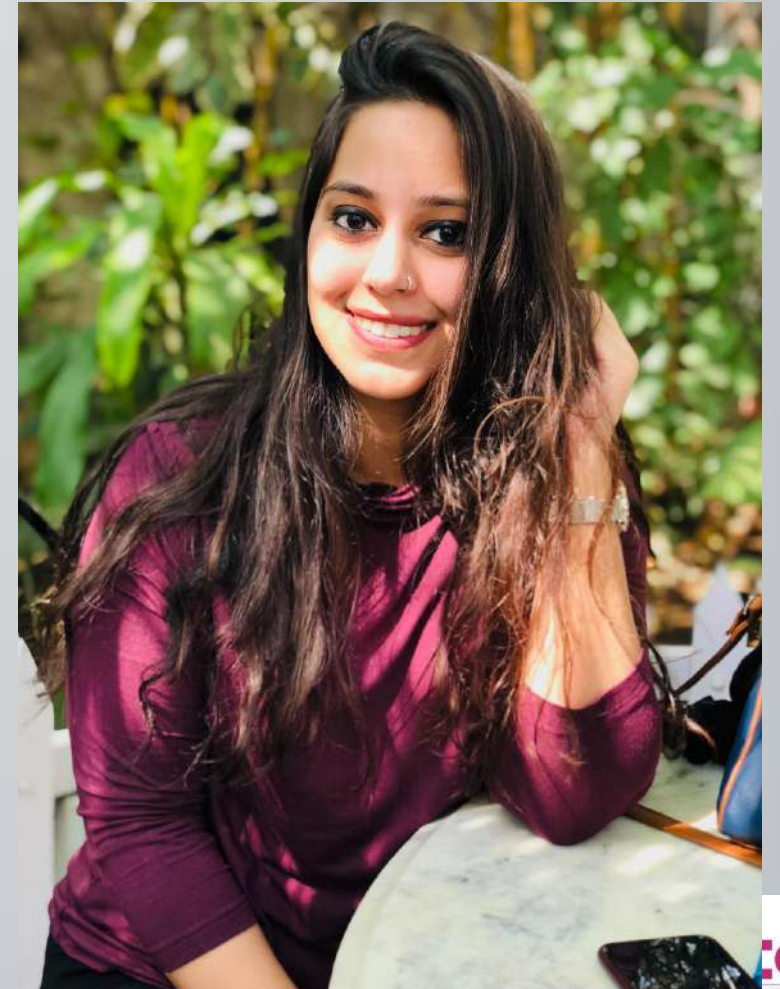
- She is currently the only female Registrar at Delhi High Court, joined the organisation in 1985 as a Senior Personal Assistant. With an MA, LL.B.. She joined this institution of law and justice at a time when not many women were part of the employment sector, leave alone the Delhi High Court, which at that time was heavily dominated by males only.
- Apart from leading & handling a variety of administrative work as this institute of justice went through a developmental overhaul in the past couple of decades, also held court proceedings for completion of pleadings in a number of matters.
- She is a member of the Internal Complaints Committee, which was setup in terms of Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and also the Grievance Redressal Committee setup for complaints of High Court Staff.



# SAKHI CHADHA

## MEMBER

- A multimedia journalist invested in narrating human-interest stories in the form of extensive articles, videos and podcasts.
- She is currently employed with the news website, The Quint, where she works on gender and health-related content. With a background in Sociology and Journalism, she intends to implement values from both the fields into her professional career.
- She is particularly passionate about issues concerning gender, mental health, and society.



# KARISHMA JOSEPH

## MEMBER

- She is currently leading partnerships for The Better India, creating communications-driven campaigns to highlight social impact.
- She was a public relations professional, focused in the social innovation space, leading accounts such as the Infosys Science Foundation, Rang De, Shibulal Family Philanthropic Investments and Dell Aarambh.
- She is a graduate in Law & International Relations from the University of Exeter. Her passion for social impact and communications goes back to my community service requirements in school, through which she worked closely with the Palestinian Children's Relief Fund.
- Her blog with PR Moment on sexual harassment in agencies helped garner interest in the cause, beyond women, and drove The Practice to run frequent info sessions on a robust reporting framework.



# MRIDULA DIVAKAR

## MEMBER

- She has substantial experience in the legal services industry and have led multiple teams offering legal support services.
- Currently, she works with BRK Law Partners on commercial contracts and transactional matters, and advice and support start ups.



# DEEKSHA MEHTA WAHI

## MEMBER

- Film production consultant. Specialise in making documentary films for institutional clients such as the Asian Development Bank , NGOs like Save The Children and video films for corporate and retail clients.
- Also dabble in designing home interiors.
- Designation: Consultant, Film Production and Creative Head, The Creative Warehouse



# INDRANI GHOSH

## MEMBER

- She is an HR professional with 19 years of experience across Indian and multinational organizations. She is life coach & an accredited psychometric practitioner.
- She is currently associated with Global Growth IOC as the Chief HR Officer. In her earlier assignments, she has been associated with IBM, Adecco, The Lalit Suri Hospitality group and India Homes.
- She was felicitated as the 'CHRO of the Year' in 2018 and in 2017 for the 'CSR' work being done by her company. She is an active speaker in various HR forums and educational institutions. She has been working extensively on leadership development and culture changes with Global Growth.



# NONIKA RAJ KUMAR

## MEMBER

- She is a founder member of Canara HSBC Oriental Bank of Commerce Life Insurance. She joined the Company in 2007 as part of the project team responsible for the launch of the business in 2008 and has lead Corporate Communications, Internal Communications, Strategic Research, Rural Vertical, Corporate Social Responsibility and Sustainability for the organization over the last 14 years.
- She is passionate about conservation of the environment, inclusive growth through education, skill training, health and sanitation etc via long-term sustainability approach with employee volunteering programme being the bedrock of all projects and initiatives.
- She also leads the resource mobilization and recycling programme and is a core group member of the Diversity and Inclusion team in the organization.



# RITIKA ARORA

## MEMBER

- Ritika Arora is currently heading the procurement vertical at McCain Foods India.
- A result oriented professional, she has been instrumental in driving strategies at workplace to drive business priorities. An engineer and an MBA from the prestigious institutions of India, she has a rich experience of 10+ years across FMCG and management consulting sectors





# RAKSHIKA APHALE

## MEMBER

- Rakshika Aphale is currently a final year student of law from Amity University, AUMP.
- She is also a freelance writer & journalist with a published presence in media forums and houses like The Wire, The News Beans, and the Times of India, among others.
- Deeply interested in research and discourse, she's currently working as a Community Architect with Amrutam and hopes to explore the intersections of education, policy and gender in the future.



# NIKITA GARG

## MEMBER

- Nikita Garg is a practicing advocate in the Delhi High Court, and aim to create a niche in the field of International Arbitration.
- Having been involved with *Anganwaadis* from a very young age, the importance of creating safe working spaces for women has always been key.
- With her time at WICCI ASH Council, she wishes to bring in changes at the grass-root level in governmental policies and law and thereby robustly encourage, empower and support women in industry and commerce engaged in all fields.
- She aims to work for a real shift towards a culture of respect and accountability, and making sexual harassment and gender-discrimination a thing of the past.



# PRANJAL VERMA

## MEMBER

- Pranjal Verma is a Lawyer from the University School of Law and Legal Studies, GGSIPU, New Delhi.
- As a cyberlaw and media law enthusiast, she co-founded TechMetLaw as a platform to spread awareness about recent developments in these sectors and educate fellow lawyers and students.
- She has actively undertakes volunteer work with various organizations and has even conducted POCSO awareness workshops with DCPCR.

