

State President- Anti Sexual Harassment Council- Haryana



Malaa Thapar - Cofounder & CEO, Independent Minds

Malaa is on board of prestigious organizations as Independent Women Director. She is also an angel investor and Cofounder- Book2Watch- An online knowledge plethora. In the past, she had held Leadership positions as COO, HR Head with prestigious MNC's and Indian Corporates. She has an enriching experience of 26 years in various industries like Hospitality, Education, IT, Telecom & VAS, Commodity Trading & Oil refinery.

Malaa is an advocate of the Prevention of Sexual Harassment of women at the workplace, Gender Diversity & Inclusion. She and her team have imparted training to several corporates - PAN India.

Independent Minds is into Consulting & Training. A robust Advisory and Management Panel of Industry Professionals, Lawyers, Academicians, and HR professionals, bring on table 150 plus years of work experience.

We are on a mission “ **Each one- Educate one on POSH,**”- a cause that Malaa has chosen to spread awareness on Prevention, Prohibition, and Redressal of Sexual Harassment at the workplace

She also advocates “ Emergency Button” on Cell phones, which is duly appreciated and recognized by GOI. She has collaborated with many NGO's for POCSO, skill development of women, artificial limbs support to the differently abled.

- ❑ Mala is a certified Independent Director from IOD.
- ❑ She also holds B.Com, B.Ed., MBA (HR) degrees, and Diploma in Public Relations.
- ❑ She is a certified Strategic Management Professional by IIM- Kolkata

- ✓ LinkedIn: <https://www.linkedin.com/in/malathapar/>

State Vice President- Anti Sexual Harassment Council- Haryana



SUPERNA MALHOTRA

Superna Malhotra is CA and a lawyer. She runs her Corporate Consultancy Firm. Currently she is involved in various voluntary projects field of Sexual Harassment of women, child care, child education, women health and, women empowerment.

In recent past she was a member of Punjab and Haryana High Court Legal Services Authority Board and also the Punjab and Haryana District Court Legal Services Authority Board. She has worked extensively in the villages nearby Chandigarh to apprise the women of their legal rights in different fields like domestic violence, inheritance, factories act etc.

As member of Lok Adalats fast track courts, Superna was highly successful in the amicable settlement of marital disputes. Additionally, as Ex- Director Vocational services- Rotary, Superna had done lot of work regarding skill development of women and health & nutrition. In the past Superna worked with Ernst & Young, Bank of America, Selvel Media Services and Mohinder Puri & Co also.

- ❑ LLB from Department of law, Panjab University in 2005
- ❑ Chartered Accountancy from 'The Institute of Chartered Accountants of India', New Delhi – May 1994
- ❑ Honors degree in Commerce from Jesus and Mary College, Delhi University- 1990

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Dr. SUNITA CHUG- Founder, CEEE

Dr. Sunita Chugh has devoted 3 decades of herself into envisioning leadership and change management. A speaker at many forums, among which Tedx talk is her favorite.

She is the founder of Centre for Empowerment and Employability Education (CEEE) which is engaged in personal, leadership and organization transformation; including the digital transformation.

With experience of over 2 decades as coach, mentor, entrepreneur and academician, she has versatile track record of joining hands with large business houses and has established a niche for herself in forwarding the cause of Gender Leadership and Inclusion in organizations.

Her research work on 'Women in boardroom', 'Feminine Leadership' and 'Ardh-nareshwar as a strategy for Inclusion & Leadership' 'Talent Management in High Performing Organisations' has been widely appreciated. Published in Sage publications, XLRI journals and NHRDN journals, Dr. Sunita Chugh has been awarded by IFTDO for her publication on Leading Millennials.

- ❑ Doctorate in Organizational Leadership
- ❑ An internationally licensed Grid Instructor for creating impactful leadership and OD interventions LinkedIn:

✓ <https://www.linkedin.com/in/ceee/>

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Anju Bagai- Advocate, Delhi High Court

Anju Bagai is a partner in A & R Associates, a law firm.

She has 25 years of work experience. She is a practicing Advocate with Delhi High Court

Practice Areas include legal services relating to company, contract, property and commercial laws, matrimonial disputes.

She has been Providing legal training, workshops and orientation program (as mandated by law) for employees of various corporate entities .

- ❑ LLB from Campus Law Centre, Delhi University
- ❑ PGDBM from Birla Institute of Management Technology, Delhi

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Dr Sheetal Choudhary- DGM, Indian Oil, Corporation Ltd.

Her Belief- “a feminist humanist” sums up all and we need not write more about her.

Her write up “ Profanities & Sexism was published in The Millenniumpost, in Oct 2020

Areas of interest- eclectic reading, Theatre actor, running (limited to half marathons only now), writing both on economic and social issues and of course thinking.

- ❑ MBA(HR)
- ❑ Ph.D in management

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Ruma Batheja - Cofounder of Knowledgetics Research

A value driven, result oriented professional with a blend of technology and business acumen; Ruma is a thought leader with 18 years multi industry experience. she has exposure of working with global brands, Indian conglomerates, and start ups in the field of people and strategy, HR Analytics, organisational capacity building, digital marketing, intrapreneurship, employer branding, and Technology based transformative practices.

An Alumna of XLRI with the management degree in HR, Ruma has led the HR transformation practice at Exxon Mobil, Petro IT limited, Taurus group and AIMA. She awarded Top HR influential Leaders in India- 2017 by CHRO Asia

She has co-founded a boutique business research firm ' Knowledgetics Research' having clients primary from Europe and North America. the company provides customized insights in various fields for developing Strategies and programs for clients in regulator through therefore service verticals- business research, financial research, Analytics and people consulting.

She is a visiting faculty a prestigious university, an external member of the posh committee her client's organization. She provides capability building workshop for ICC members and conducts awareness sessions on POSH for all employees of her client organizations

- ❑ MBA(HR)
- ❑ PGCHRM- XLRI
- ✓ LinkedIn: <https://www.linkedin.com/in/ruma-batheja-aa3a051/>

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**Jyoti Grover- Founder Director- Quadrangle Consulting, Member Local
Complaints Committee for the Gurugram District**

Trained as a psychologist and armed with a degree in law and a post graduate degree in behavioral economics and HR, Jyoti has over 30 years of diverse experience in consulting, coaching, psychometrics and education.

Jyoti set up a not for profit entity " School of life " (SOL) in 2014 . SOL is an initiative targeted towards Women and Child Protection and empowerment.

As a key partner with HRD Network on POSH , Jyoti has conducted several sessions and led many discussions on the real and practical aspects of the law relating to protection and empowerment of women at the workplace including the POSH Act , The Maternity Benefits Act as well as POCSO . She has also worked extensively in skilling , coaching and encouraging women participation at work and enabling a culture of neutrality at the work place.

As member of IC in various organisations and schools, she has conducted several enquiries and workshops to skill IC members in effectively performing their role as a prevention and redressal body under the Sexual harassment of women at workplace (Prevention, Prohibition and Redressal Act, 2013). With effect from January , 01 , 2019, Jyoti has been appointed as the member of the Local Complaints Committee for the Gurugram District

In recent years, she has engaged with MCG, SDMC, Department of Education Haryana and the Department of Education Tripura and a range of Public schools in designing and delivering modules on Child Care , Play and Curiosity , Prevention of Child Sexual Abuse, POCSO Act, Juvenile Justice Act, Cyber Abuse and Gender sensitization.

✓ LinkedIn : <https://www.linkedin.com/in/jyoti-grover-76ba169/>

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Neidhi Sood - AVP-HR, Rodic Consultants

Neidhi is AVP-HR with Rodic Consultants. She is also Chairperson of the POSH IC of her Organization

A versatile and business oriented HR professional with 25 plus years of multi-domain experience of working in senior leadership roles at various professionally managed large and reputed Indian organizations across diverse business sectors. She is skilled in handling large workforces with more than 2000 manpower. Neidhi has worked passionately in areas of Diversity & Inclusion, Leadership Development and, Talent Management.

Spearheading end to end HR function in encompassing strategic planning and execution while partnering with business units. She is instrumental for talent acquisition for Bid/proposals(Metros/tunnels/highway/road/Power etc.) projects

Neidhi is also a God gifted numerologist.

- ❑ Leadership and Change management- XLRI
- ❑ PGDHRM, HR

- ✓ <https://www.linkedin.com/in/neidhi-sood-28865a18/>

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RIDHI SINGH- Member, Start-up Committee of ASSOCHAM

Ridhi Singh is currently working as an executive with M/s Shome & Banerjee, the first firm of cost accountants established in India

She has been also part of various committees of various renowned organisations:

- Member, Start-up Committee of ASSOCHAM
- Member, Indirect Tax Committee of PHD
- Member, BGCL

- B. Com (Hons)
- CMA intermediate
- Pursuing Law

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Rachna Sinha Roy, Founder & Lead Counsel, Counsel Quest, Local (Complaints) Committee, Gurugram District

Rachna has over 19 years of rich experience as In-house legal counsel, Company Secretary, and compliance professional involved in providing legal and commercial support to the Senior Management. She has worked in multiple locations within India and handled teams across domestic and international geographies.

After working with organisations such as National Thermal Power Corporation, Sutherland Global Services, Viacom 18 Media Private Limited and ICICI Prudential Asset Management Company in responsible positions, Rachna founded a legal practice by the name of “Counsel Quest”(CQ).

CQ has Prevention of Sexual Harassment (POSH) as its main area of practice. CQ is empanelled with the Ministry of Women & Child Development for POSH. Rachna is member of Local (Complaints) Committee, Gurugram District constituted by the Govt. She is also a member of the Taskforce constituted by the Institute of Company Secretaries of India for POSH. She is a mentor to women through SHEROS, a leading women portal.

CQ today has over 50 clients. CQ have trained over 10,000 employees of various companies including blue collar employees. CQ has also conducted training programmes for Senior Management of various organisations including foreign nationals.CQ specializes in investigation of sexual harassment cases and has dealt with over 200 cases since its inception.

- Law graduate from University of Delhi
- Fellow Member of Institute of Company Secretaries of India.
- ✓ LinkedIn: <https://www.linkedin.com/in/rachnaroy/>

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Anu Sharma- Legal Advisor – University of Petroleum & Energy Studies

Anu has 20 years of rich experience and specialises in Corporate Law.

Currently she is the legal Advisor for a prestigious University of Petroleum and Energy studies and has been instrumental in setting up the legal cell of the University from scratch.

Apart from this, she has played a key role in mergers and acquisition related to the University and its entities.

She is External member with POSH IC committees with various organisations.

❑ Law graduate

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NAYAN GUPTA- Advocate

Nayan is currently Legal Associate with Alt India Legal. Her work entails matters related to Corporate Disputes/Advisory, Civil and Criminal litigation.

Nayan's internship work included research work on The POSH Act and The POCSO

- Assisted on matters relating to both civil and criminal litigation- Matrimonial disputes, like DV complaints, Divorce, Maintenance; Trade Mark registration, Patent Law, POCSO, Contract Act, Constitutional Law, consumer complaints, NI Act, etc
- Attended court proceeding before various district courts, High Court, Consumer forum, DRT, etc.

One of her Paper Presentation Won- Late Arjun Das Gulati Award for Best Presentation: *"Law of Suicide- Need To Humanise The Criminal Justice System"*

Another publication to her credit is on "Homosexuality- A battle for its acceptance", GLC (Mumbai) Contemporary Law review (May 2018)

❑ Amity Law School, Noida- BA.LLB (Hons.)

✓ <https://www.linkedin.com/in/nayan-gupta-745a54166/>

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Anuradha Gandhi

Currently Anuradha is Resident Consultant-Content, CEEE (Centre for Empowerment and Employability Education (CEEE) which is engaged in personal, leadership and organization transformation; including the digital transformation.

- Her past experience with Honorable Supreme Court of India has been memorable and full of learning. She had dealt with all kind of matters ranging from corporate to personal. Her major contribution are in the matters related to protection of the Ridge forest, ban on felling of trees for commercial purposes and drafting of norms for vehicular emissions was much appreciated.
- She had assisted some of the senior lawyers who were pursuing the sensitive public interest matters in the higher courts. Now her area of interest is women's rights and it has been her constant pursuit to bring out injustice meted out to them daily in the public arena. Especially the women who are ignored because of their socio-economic status.

- ❑ Graduate of Law- Campus law centre Delhi University
- ❑ Diploma in Mass communication

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Saba Khan

Saba Khan's aim, dedication and mission is to work for women empowerment.

She has given trainings at various places on Anti sexual harassment.

Saba has done countless jobs as volunteer with various NGO's for women empowerment.

- ❑ LL.B (hons) LL.M (criminal)

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Neelam Dhaka

Neelam is currently working s GM HR Corporate with RICO Auto Industries LTD

She has 20 + years of enriching experience in manufacturing industry

Coaching, L&D, Leadership Development, Organisational Diagnostics, Designing OD solutions, HR strategy and planning is her forte

- ❑ MS in consultancy Management from Birla Institute of Technology & Science,Pilani

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Nishtha Malhotra

- Prevention of Sexual Harassment training and orientation programs for Employees and IC, serving as an external member, Drafting of Anti Sexual Harassment policy, Constitution of Internal Committee and procedural and legal advisory.
- Women empowerment and financial independence training in corporates and well-funded Startups.
- Women Leadership Programs for women executive working at mid to high level in an organization.
- Productivity training in tie up with HR team in order to facilitate better employee engagement, employee productivity, employee motivation and for bringing up a positive impact on overall work environment.
- Workplace Diversity and Inclusion trainings.

□ B.B.A., LL.B., LL.M. (Gold Medalist)