

# ANTI-SEXUAL HARASSMENT COUNCIL WICCI MADHYA PRADESH



**WOMEN'S INDIAN CHAMBER  
OF COMMERCE AND INDUSTRY**  
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# Council Vision & Mission

The term Sexual Harassment and dealing with the related issues is extremely sensitive. As majority of the people restrain themselves from voicing out concerns, we believe it is very important to showcase trust and confidentiality to help people deal with this problem.

Our Vision – As a council, we aim to empower every gender of Madhya Pradesh State to become vigilant towards the problem of sexual harassment and be the VOICE.

Our Mission – As a Council, our mission is to steadily develop a sensible style of communication that shall make people feel comfortable while they hear a taboo term 'Sexual Harassment'. Further, to encourage a mindset change in the society, we shall start our mission with empowering children and youth who are the future.

*Welcoming  
Council Members to  
WICCI*

*President, Vice President  
and 20+ Nominated  
Council Members*

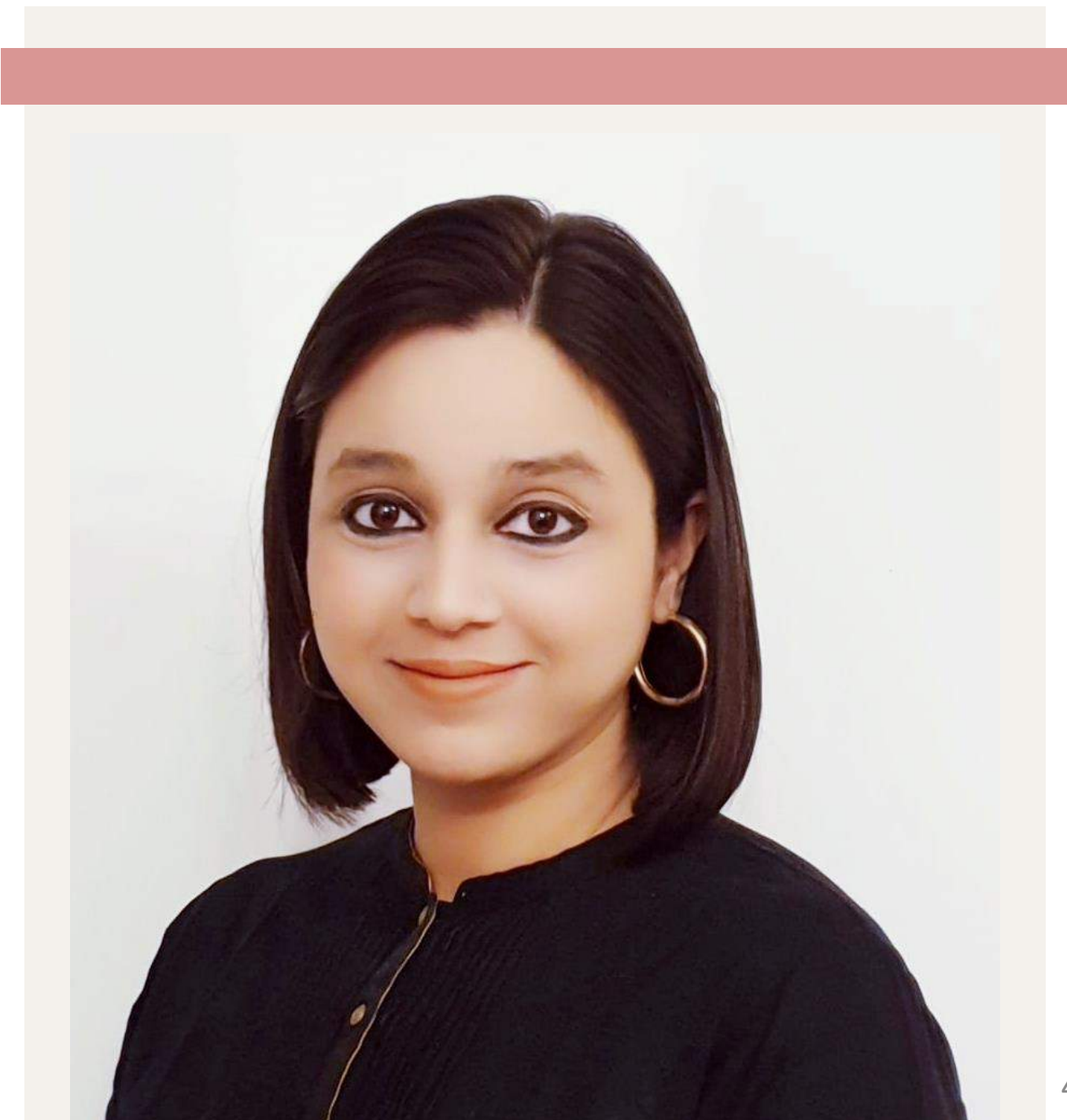
# CS DIVIJA DAVE, DIRECTOR - POSHSHALA

MADHYA PRADESH PRESIDENT, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## BIO :-

Director, POSHSHALA Private Limited and Founder, Divija Dave & Associates, I am a Practicing Company Secretary and MBA in the field of Finance having expertise in areas of Corporate Secretarial, Board Governance, Prevention of Sexual Harassment at Workplace (POSH), Corporate Social Responsibility (CSR) and Ethics. I am a certified professional in the space of Compliance & Ethics, CSR and Women Directorship. I have successfully qualified the Online Proficiency Self-Assessment Test for Independent Director's Databank conducted by Indian Institute of Corporate Affairs (IICA).

Keen on bringing new aspects of POSH to organizations in the 'New Normal', I have started an initiative named 'POSHSHALA – Learn to Create a Safe and Inclusive Workplace Environment' in the year 2020. Till date, through POSHSHALA, I have been able to impact more than 2000 professionals compelling them to RETHINK their existing POSH programs and introduce best practices to move from POSH Compliance to POSH Governance. Currently I am serving as an External Member and POSH Consultant to many organizations including private companies, NGO and educational institutions wherein I am helping them implement POSH programs from scratch considering the post pandemic scenarios and providing sensitization to stakeholders at all the levels in the hierarchy. Having altogether a new perspective towards the understanding of POSH as a subject and its real-time implementation, I believe that I can help organizations to create a culture that promotes diversity, fearlessness and zero tolerance towards sexual harassment.

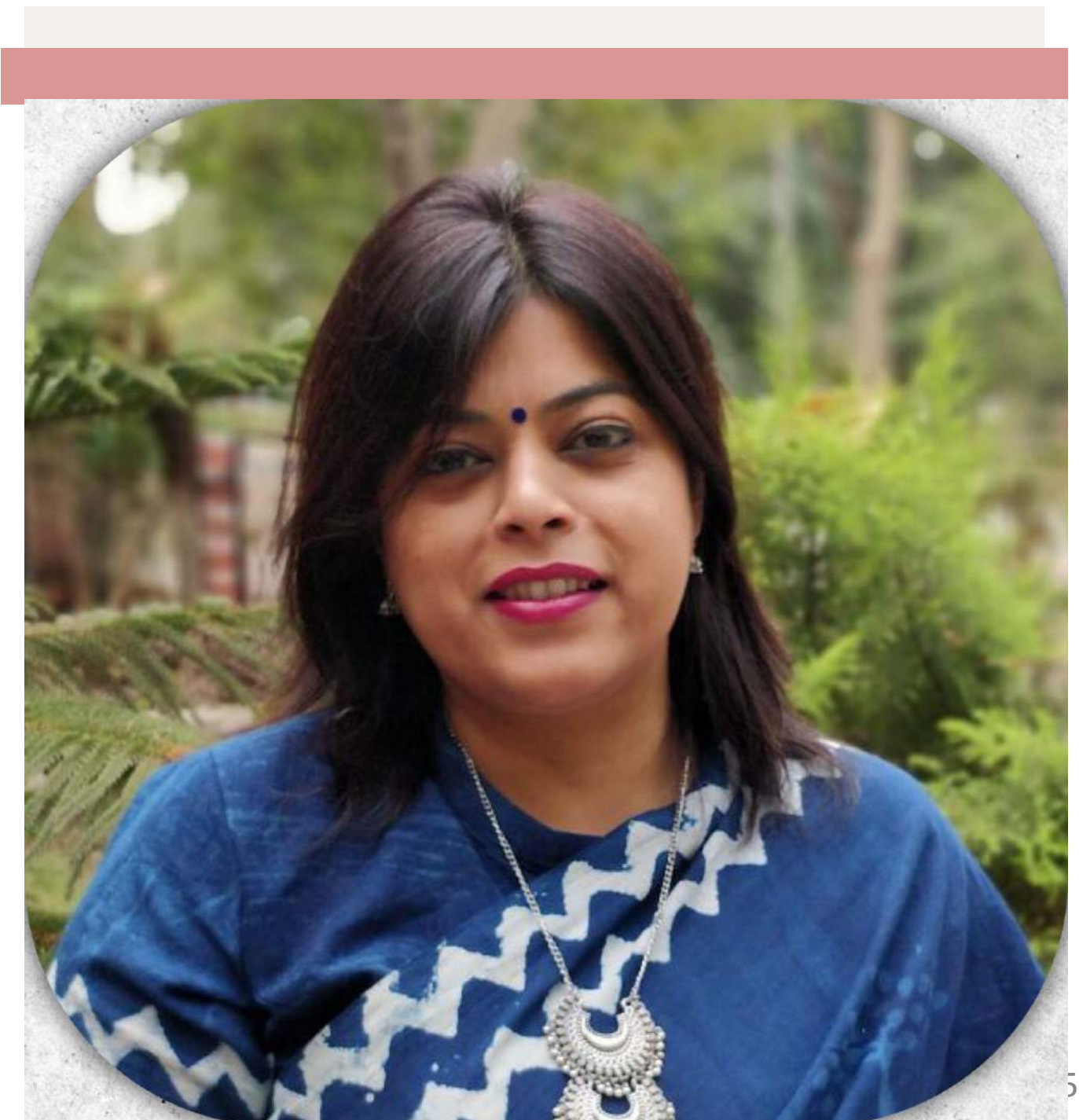


# DR. NIVRITI GROVER MISHRA, PSYCHOLOGIST

MADHYA PRADESH VICE PRESIDENT, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## BIO :-

Her doctorate work is in the field of Management in Organizational Psychology. She has a rich experience of 18 years in academics as well as corporate. She has a master's in Clinical psychology. She also has a diploma in Child Psychology and has also learnt various psychotherapies like RECBT, CBT and NLP. She has done a certificate course in Learning Disability. She is also an internationally certified Career counselor. She has been actively involved in teaching and training management graduates. She runs an organization by the name of SATTVA Trainers Counselors and Consultants which is an organization that has made a mark for itself in the India Book of Records. She has been successfully running parent and child workshops which focus on the behavioral, emotional and psychological development of growing children and inculcation of values at the same time. She has conducted several sessions at many schools and colleges in various cities. She has conducted many awareness programs for students on topics like "good and bad touch" and "teenage issues" and careers counseling seminars. She has also trained thousands of college students on various aspects of personality development and interview skills. She has organized many corporate training programs as well. She has published a book and several research papers in national and international journals. She has been awarded with the Nari Shakti Awards in the year 2019. She has also won the INDO SME Women in Business Award 2020 in the category of Child Development.

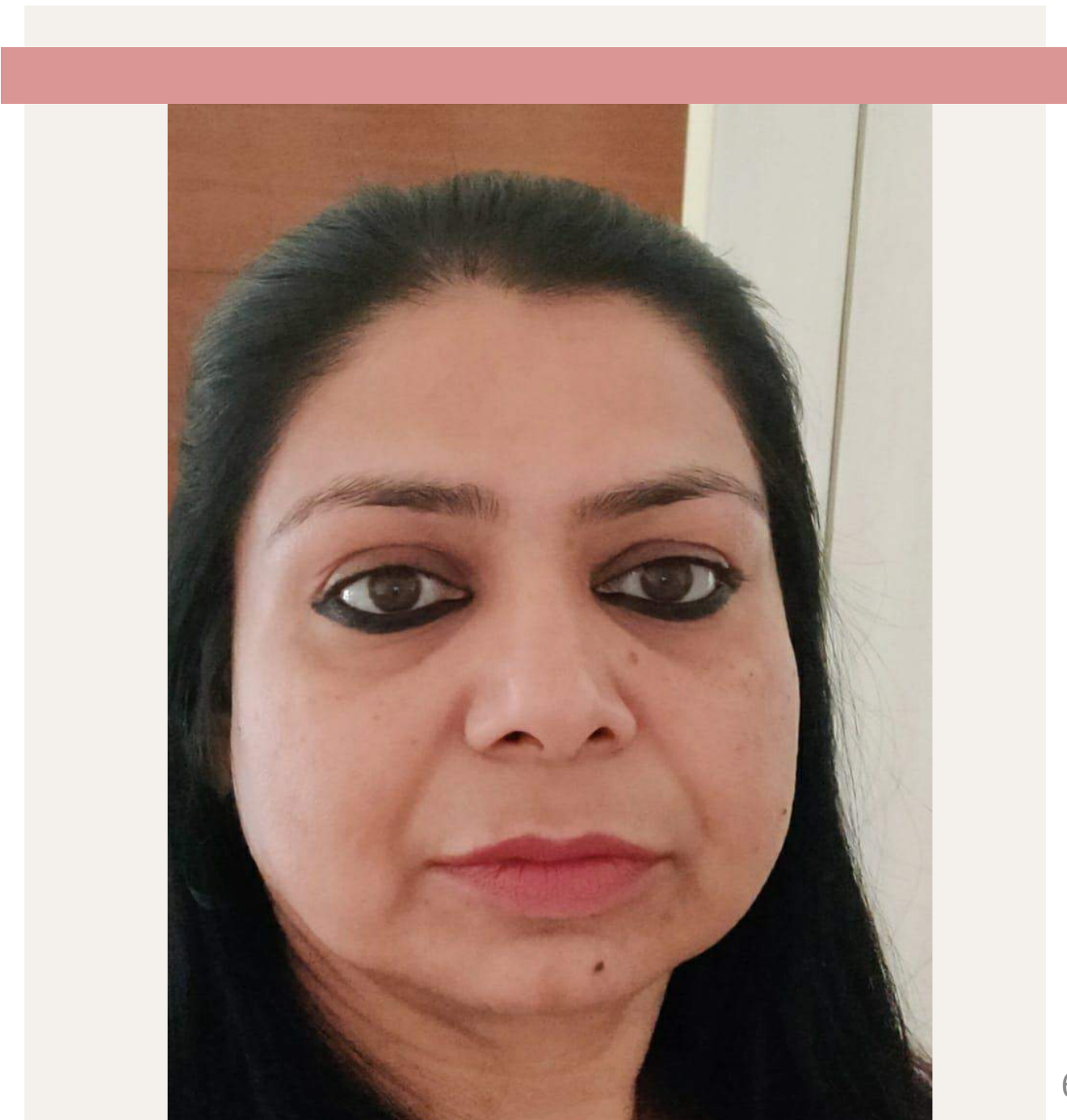


# **RICHA JAISWAL – ENTREPRENEUR**

**COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI**

## **BIO :-**

Seeking a challenging opportunity to help and serve the women facing Sexual Harassment in our Society by utilizing my strong Educational Background and On- Field Work Experience, thereby educating them about their rights and making them self-reliant. I am a post graduate in Interior Designing from South Delhi Polytechnic, New Delhi. Field Experience - The most under privileged women of our society are the ones who work as maids at our households. These women are the ones who are uneducated and are being harassed physically or sexually by their husbands or the relatives every now and then. I have helped many such women working in my society in association with local police administration to protect them and their children from such situations. Such activity has helped them to be self-reliant in terms of their safety and knowing their rights that the government has provided. After the first and second wave of COVID pandemic I have made certain that the maids working in households of my society along with their family members should get vaccinated at the earliest. Hence, I with the help of my family members booked vaccination slots for them online and arranged an auto to help them to reach to the respective center to get vaccinated. Many maids did not have Ayushman Card, which could help them financially during the hospitalization or any emergencies. I approached the respective authorities for getting their Card prepared. My association with WICCI would really help such women who faces various challenges every now and then, especially Sexual Harassment.

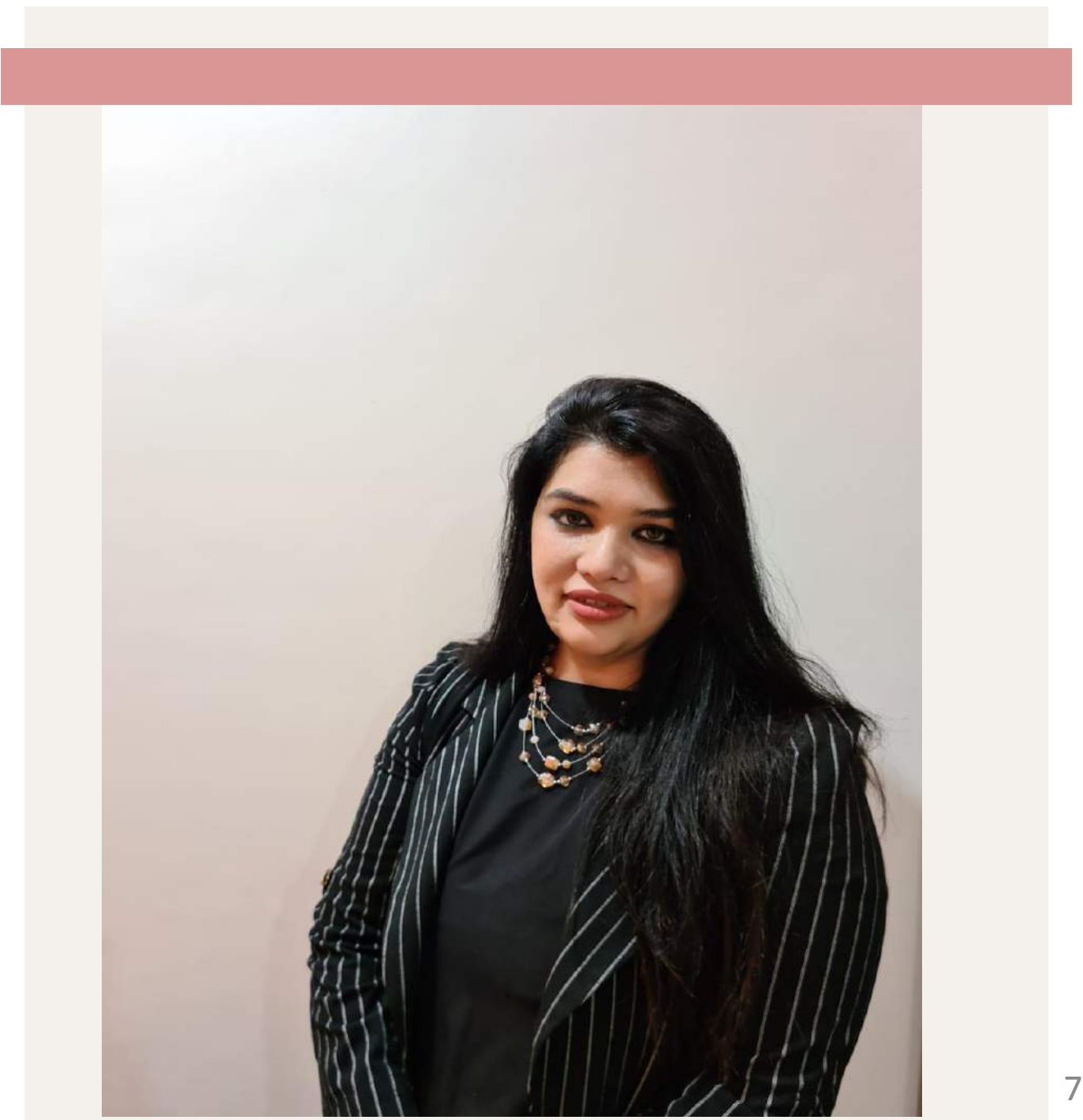


# DR. MONA DUDHALE, SOFT SKILLS TRAINER

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## BIO :-

A Soft Skills Trainer and educator holds a Ph.D and MBA degree in Marketing and Human. Experience of more than 8 year in the Field of Training and teaching Students and Corporates. Expertise at teaching and motivating Learners in areas such as soft skill, personality development, Professional Etiquette, Business Communication Associated with reputed organization such as Jain (Deemed -to -be -university) Bangalore, DAVV University Indore, The Institute of Chartered Accountants and various other reputed educational institute as Soft Skills Trainer. Have organized training sessions for corporates such as Bajaj FinServ , Ford Motors, Capco Ltd etc. Aims at creating Learners oriented training environment with the help of innovative methods and motivate students to overcome their weakness and develop their strengths for their holistic development.

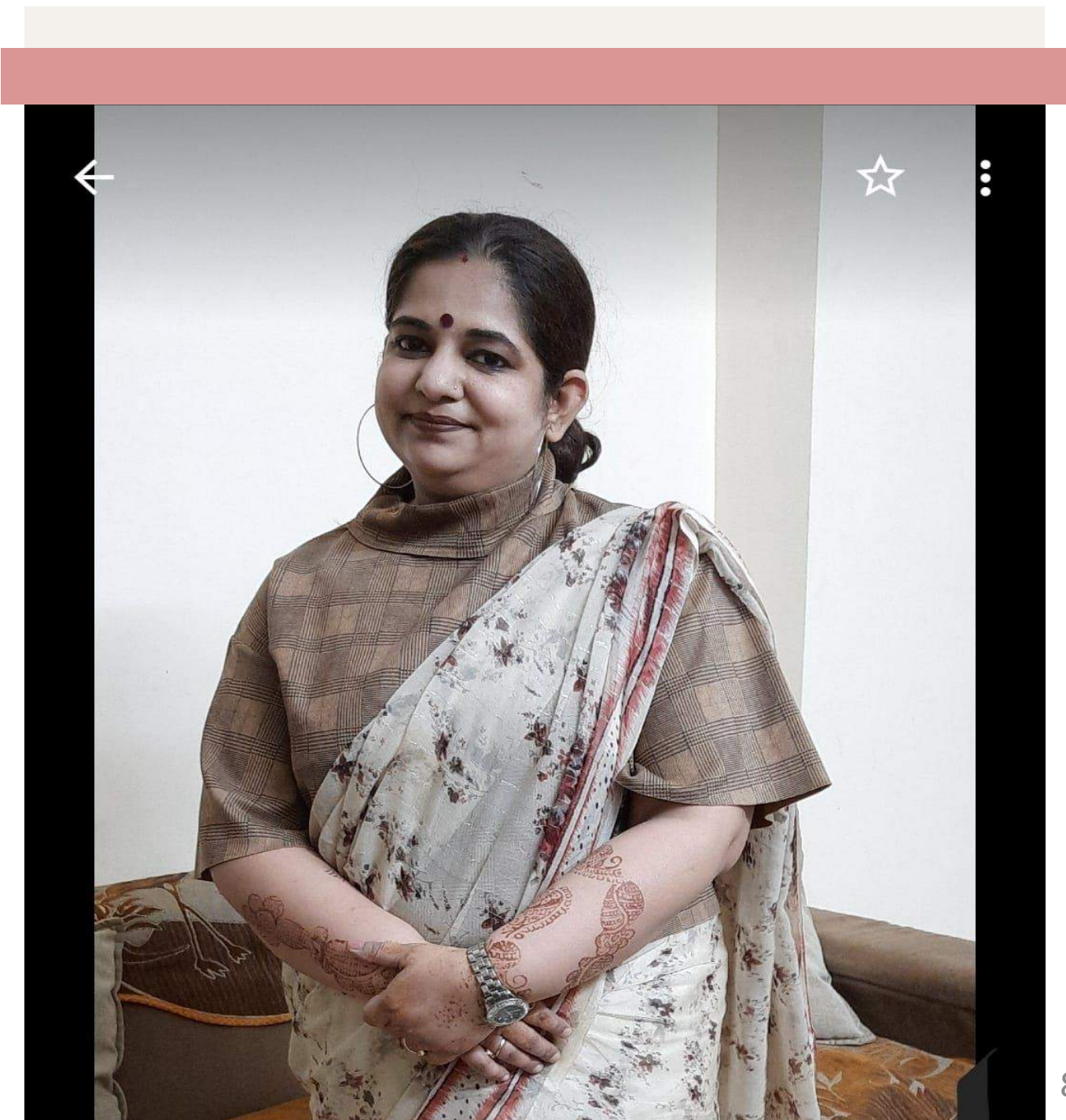


# RUNITA MAJUMDAR, CORPORATE HR

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## BIO :-

MBA, M.Phil, currently associated with BioUrja India Infra Pvt. Ltd, Indore as Talent Acquisition Specialist. I started my career as Employee Relations Exe with Transworks, Mumbai of Aditya Birla group. This is where I was introduced to the concept of sexual harassment in a corporate setup. Prior to this we had studied the concept during our MBA studies, but the actual impact and aftermath of this harsh reality of life was pretty unknown to me. After that I spearheaded the HR function for Timezone Entertainment Pvt Ltd, Mumbai (JV of K Rahega grp and LAI games, Australia). Post this I worked with Portescap, Mumbai (Danaher Motion Grp subsidiary, into manufacturing of brush & brushless DC motors) as Manager HR. After this I took a break to take care of my kids and took teaching assignments in Mumbai and then Indore. In Indore I got back to corporate HR with Capital Via Global Research as Sr. Manager Talent Engagement & Acquisition. Post this I headed the People Operations team with Investment Bulls Indore as VP HR which got shut down during COVID.



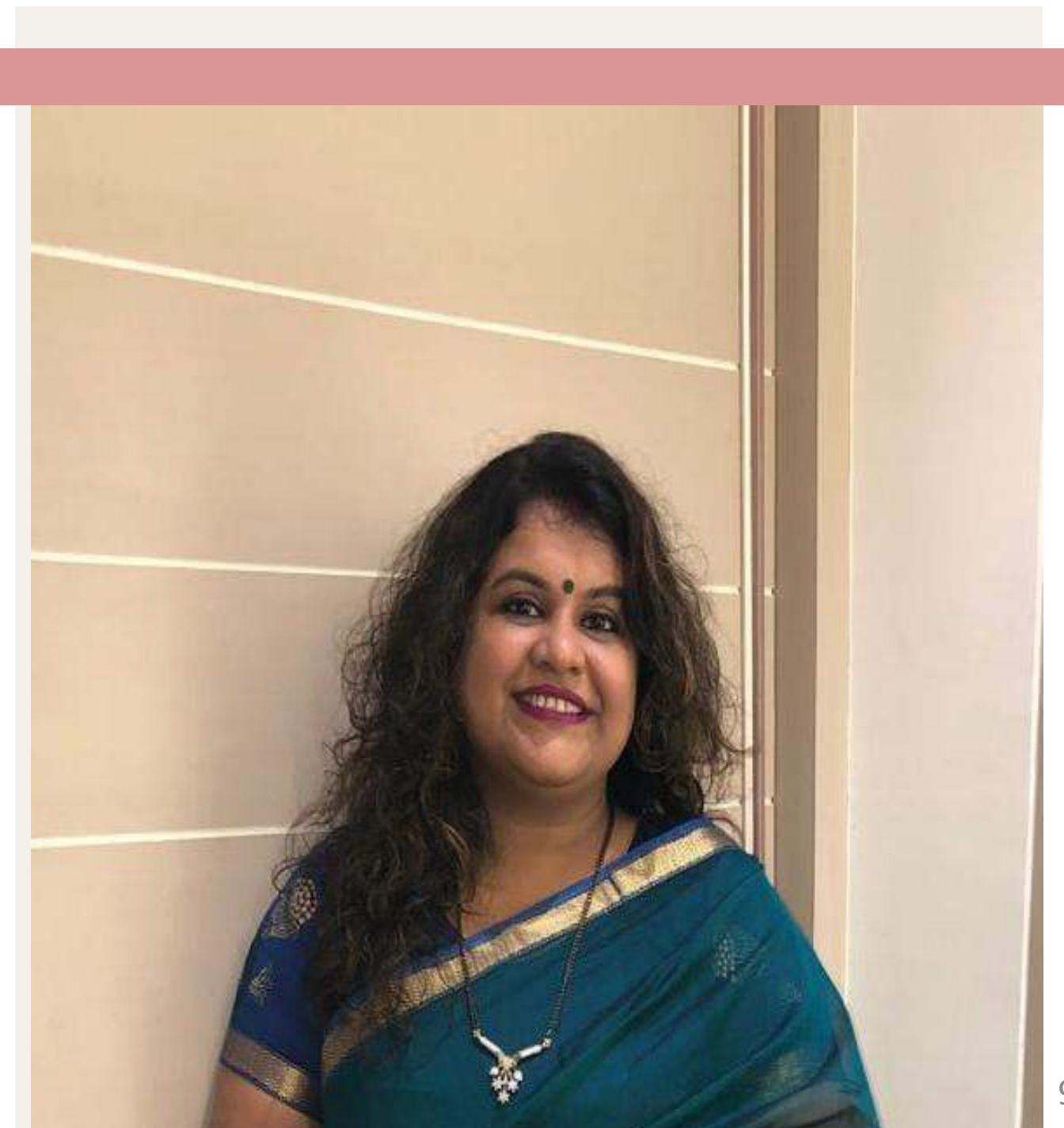


# BHAVNA PUJARA, STORY TELLER & WRITER

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## BIO :-

I am a co-founder of GOODWORK FOUNDATION n working in the same NGO (non-government organization) as a president n Head of charity and donation. Practicing my hobbies, I m a story teller, I narrate stories on (good touch bad touch), self-hygiene, motivation n moral values, in aangan wadi, government schools, Orphanage. Till now have covered 23 storytelling sessions in Indore and nearby villages. As a writer, I write poems and I have scripted 3 short movies.I am a theater artist, I have done workshop on acting from Anvaratt kala kendra Indore. I have worked in 2 plays and 2 story movies. As I love to serve the mother nature, in last two years I have planted n donated more than 3500 plants with my team, these are Arjun, khacnar bargad pipal, kadam, aam, ramfal, bilipatran tulsi jee.



# DR. NOREEN MUNSHI, DOCTOR

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## **BIO :-**

Medical Doctor at Grant Medical College & Sir JJ Group of Hospitals, Mumbai. Currently practicing in Indore.



# ANNICE DOMINIC, PRIMARY TEACHER

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## **BIO :-**

An experienced professional of over 4+ years with proven teaching, guidance, and counseling skills. Possess a strong track record in enhancing all the skills of 21st century and teaching effectively. Ability to be a team leader and resolve problems and conflicts professionally. Skilled at communicating complex information in a simple and entertaining manner. Looking to contribute my knowledge and skills in a school that offers a genuine opportunity for career progression.

**Skills – Excellent with Children, Classroom Management, Communication Skills, Interpersonal Skills**



# DR. KHALIDA DUDHALE, PHD PSYCHOLOGY

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## **BIO :-**

MA sociology, Bachelor of journalism and communication. 37 years of teaching experience in MLB govt girls' college Indore in psychology, Clinical psychology, Counselling, Sports psychology. Serving as a special member in many institutions. Panelists in shelter home, NGO etc.

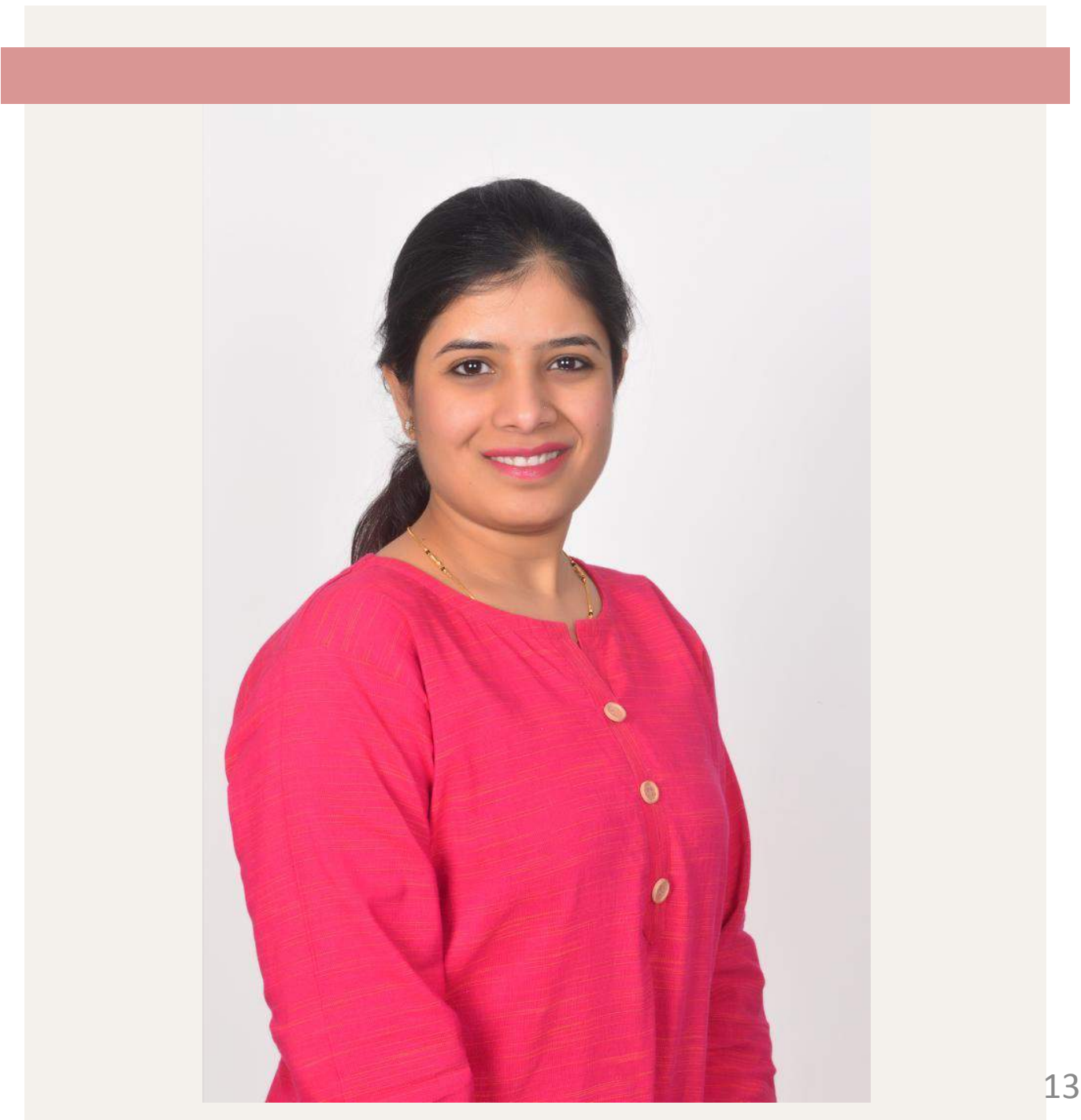


# POOJA RAVAL, CHARTERED ACCOUNTANT

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## **BIO :-**

I am Pooja Raval, Chartered Accountant by profession. Currently practicing in the name of Pooja Raval & Associates, also working as associate consultant with D.J. Dave & Co., since 2019.. Furthermore, I am having two years' experience of corporate culture in the field of finance, where other than performing for Accounts & Finance, Several Initiative were taken during my incumbency as to spread awareness towards "Anti Sexual Harassment" being an ICC Member under Vishakha Committee.



# MUDRA DAVE, HOUSE WIFE & YOUTUBER

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## BIO :-

I am a housewife for last 33 years and therefore a good manager. I love cooking and in order to pursue my hobby I have started my own cooking YouTube channel during the pandemic in the name of Mudra Dave's Kitchen. As a housewife, I believe I can give a layman perspective to the council and help people understand what sexual harassment means as well as its impact on personal lives.



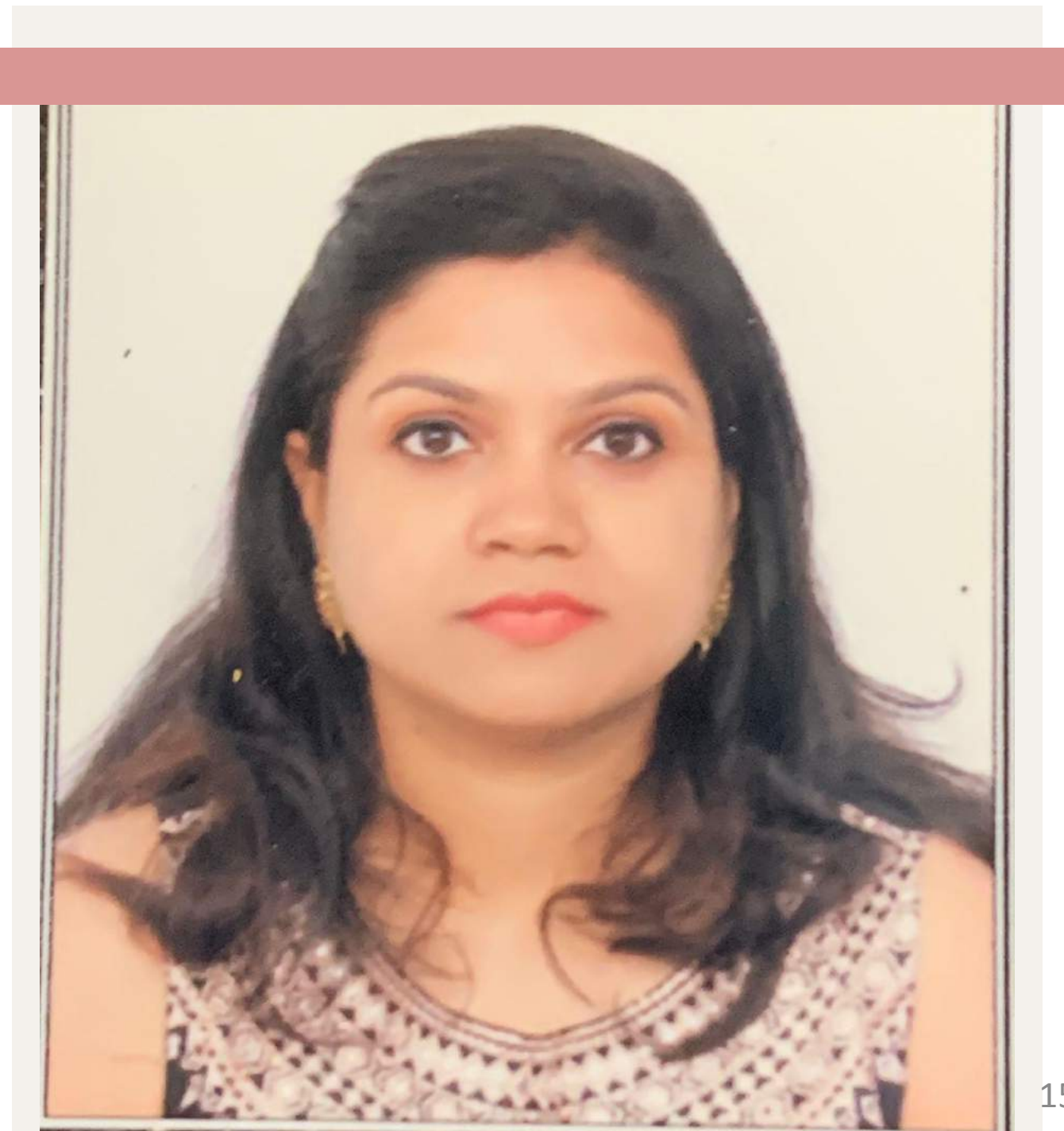
# NEETIKA SINHA, HOUSEWIFE & KATHAK EXPERT

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## **BIO :-**

BCA (bachelor in computer), MBA, Visharat in Kathak Dance  
Hobbies - Dancing, Writing, Driving

Passionate about dance and having done Visharat in Kathak, I believe I can bring a unique way of helping girls understand the problem of sexual harassment via a dance form. This can be one of the best ways to learn as well as understand the seriousness of the issue.



# MANPREET KOHLI, COMPANY SECRETARY

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## **BIO :-**

Company Secretary and pursuing LLB. An expert in company law, labor law and industrial law related matters for last 5 years. Keen to help companies in compliance and fostering better decision making at the Board level. As a Company Secretary I will be able to help the council with the understanding the legal formalities attached to the subject.





# NUPUR LODWAL, COMPANY SECRETARY

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
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## **BIO :-**

I am a qualified Company Secretary and MBA in finance with an experience of more than 5 years as a compliance officer of the listed company. This profession taught me the importance of emerging need of good governance in the corporate world.

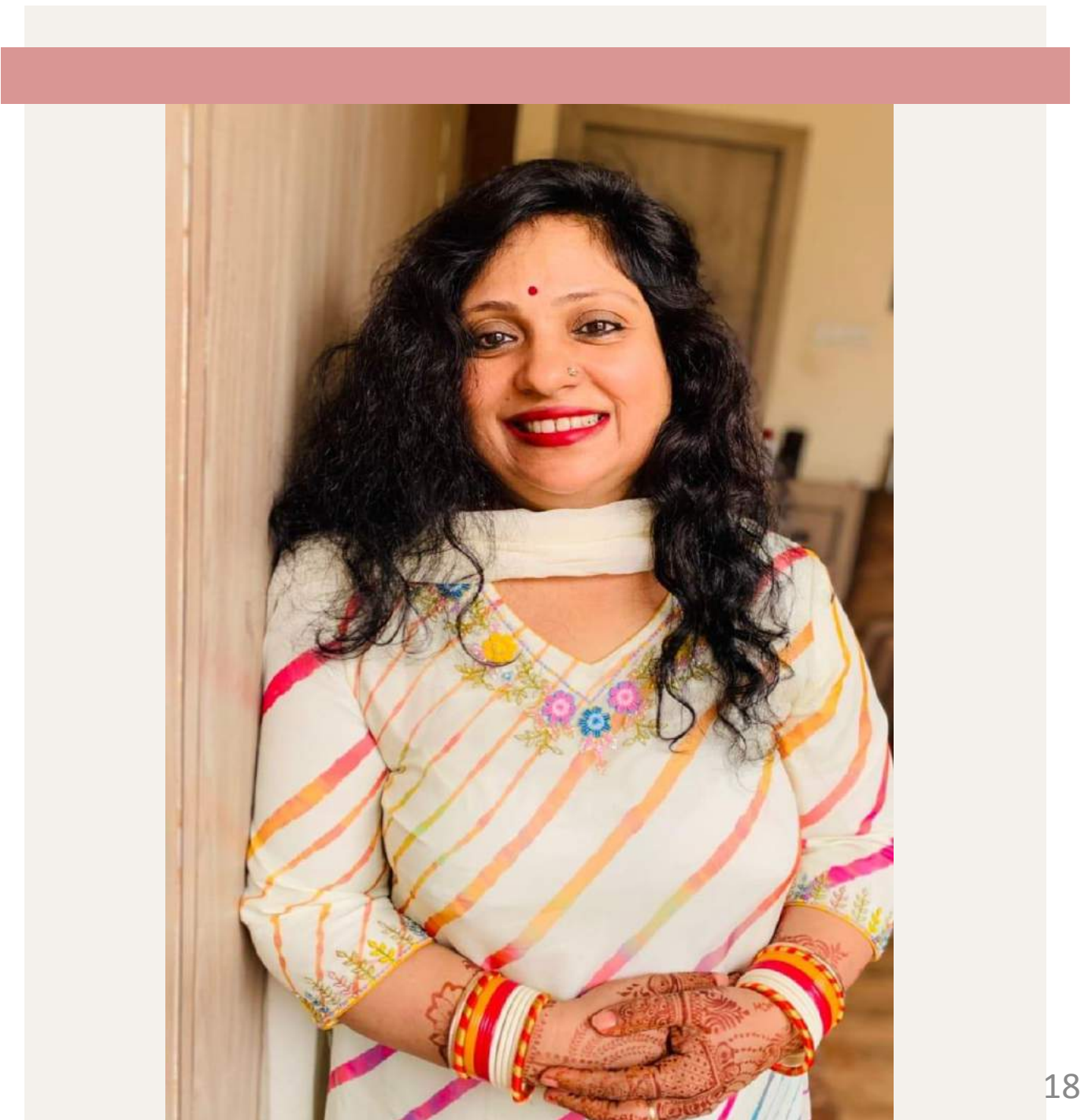


# ARCHANA KASLIWAL, ENTREPRENEUR & HOUSEWIFE

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## BIO :-

I am a housewife and an entrepreneur. My husband started Tana Bana, a home décor shop and I am working with him for last 4 years. As an entrepreneur, we encounter with many vendors and third parties. Therefore, ensuring their safety also becomes our primary responsibility. I would very much like to contribute towards the cause.



# VINITA RAJ, ENTREPRENEUR, WRITER

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## BIO :-

Managing Director, Word Dealers Pvt. Ltd, an Entrepreneur, a Writer, an Orator and an Advocate, who started her professional life with IIM Indore, and thereafter served Narsee Monjee Mumbai, stands as a model of Women Empowerment, when she claims to have started world's first All Female Localization Company, providing genuine work from home opportunities to more than 133 plus females worldwide. On Mentor Board of WorldPulse a USA based organization, she was the one, invited as a speaker at USA Consulate, to speak on her kind of Women Empowering Model, and it was appreciated by the foreign officials a lot. She is a regular speaker on topics like motivation, entrepreneurship and self awakening, and has been invited by several universities and institutes like IIM Kashipur, Punjab University, Anna University, Puducherry University and many more, where the students have been benefitted by her words.

Her motive in life is to empower more and more women economically, right at their home, so that they can do justice with their responsibilities at home and the children are nurtured well, in care of their mothers.



# DR. MONA TANNA, ASSOCIATE PROFESSOR

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## **BIO :-**

Associate professor dept of commerce with 32 years of experience. MKHS GUJARATI GIRLS COLLEGE INDORE. M.COM,MBA,Ph.D. Registered guide of Indore university for Ph.D work. Authored the textbooks of commerce subjects. Appointed as a Trainer for SME Madhya Pradesh GOVT



# RAKHI KASERA, DEPUTY COMMISSIONER SGST

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## **BIO :-**

Joined as STO 2003-04. Promoted further to AC in Vat regime. Designated as Deputy commissioner in GST from 2017. Working in MP state commercial tax department.



# NIKITA THAKKAR, PROFESSOR

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## BIO :-

Academician and Professor enabling hundreds of youth achieve their dreams in Computer sciences. Specialists in C++, Python and R. Strong learners' mindset continuously evolving and embracing online platforms for learning as well as mentoring.

Certified Career Analyst (by Edumilestone recognized by BCPA, India and ACCPH, UK) Reg no.: 418232021

Assistant Professor in M.K.H.S Gujarati Girls college,

Indore From -2004 till present

Work experience -18 years



# PALLAVI CHANDRANI, ENTREPRENEUR

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## BIO :-

I am Pallavi Chandrani and have more than 20 years of experience in managing and leading teams in garment industry. I completed my BCom from Nagpur and after marriage I shifted to Indore and started my boutique in 2000 single handedly with one team member on board and now I lead a team of 35 members. I have a clear, logical mind with a practical approach to problem-solving and a drive to see things through to completion. I studied fashion designing after marriage and raising my 4 year old daughter as I was eager to learn, I enjoy overcoming challenges, and I have a genuine interest in business management and making organizations successful. I did my MA in 2019 at the age of 46 along with handling the business as I was keen to complete my masters as I never got chance earlier. Today I am successfully running my boutique from the past 21 years and along side I have a franchise Store which will complete a decade in May 2022



# KHYATI THAKKAR, EVENT PROFESSIONAL

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## BIO :-

I am Pallavi Chandrani and have more than 20 years of experience in managing and leading teams in Dedication and hard work are synonymous to each other and there are no substitutes to them. I am Khyati Thakkar, an Event Professional, a budding Entrepreneur and excited to work towards the cause of Women Empowerment. Events and Operations are key domains of my work. I come with an experience of 10 years in the industry within business genres of trade fairs, exhibitions, conferences, b2b meetings, weddings and parties, etc. and have worked with companies like CII (Confederation of Indian Industries), FICCI(Federation of Indian Chambers of Commerce & Industry), Propshop, Brilliant Convention Center. Working in cities like Leeds (U.K), Mumbai, Bhopal, Bengaluru, Delhi has given me an all-round experience and outlook toward work and life.

I have completed Masters in International Events Management from the United Kingdom (U.K.) and also a specialised Masters in Marketing.

I believe self enhancement is most important in life to move with the fast pace of the world. Travelling and food combined as passions always takes me to places where I can explore the little towns and markets around the country and a few destinations internationally. Swimming, reading, playing badminton and fitness workouts are also some of my interest areas.





# SANDHYA GARVI, SOCIAL ACTIVIST

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## BIO :-

I am a transgender woman. My real name was Sandeep Garvi.

Occupation - treatment coordinator in Operation Asha

Achievements:

1. Brand Ambassador Swachch Indore
2. Para legal volunteer in Jila vidhik pradhikaran Jila court Indore
3. Urja Desk member in Vijay Nagar Thana Indore



# DR. SURINDER KAUR CHAWLA, Ph.D PSYCHOLOGY

COUNCIL MEMBER, ANTI-SEXUAL HARASSMENT COUNCIL  
WICCI

## **BIO :-**

26 Years (20 Yrs Academics & 6 Administrative)

Practicing Psychologist dealing with personality and behavioral issues of school going students, learning disability and other psychological issues.

Working as Exe. Director Svadhyaya Neuro Psychiatric Hospital, Indore looking after all administrative and patient management work.

Visiting Faculty School of Social Sciences, DAVV, Indore. Sub: Cognitive Psychology

Worked as CEO with Ankur Rehab Centre .Indore dealing with Patients and Administrative work.

Worked as psychologist for infertility centre (Asian Institute of Infertility Management, Dr. Shefali Jain Test tube baby Centre, Indore

Working as Psychologist with a well-established NGO, as well giving consultancies to School in case of mentally retarded students, career counseling , dealing with young and adolescent problems, associated with colleges for youth problems (in continuity along with other profile of Professor)



# SUPPORTED BY

WICCI is supported by the massive global networks of ALL Ladies League (ALL), Women Economic Forum (WEF), and SHEconomy.

ALL is a movement of 'Sisters Beyond Borders.'

WEF is a platform for 'Business Beyond Borders.' SHEconomy is e-commerce for women worldwide in Goods & Services for 'Commerce Beyond Borders'



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**SHECONOMY**



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