



MOHAN Foundation

Policy for Prevention of Sexual Harassment at the Workplace (POSH)

1 Ver 3.0 dated 12 Nov 2018

1. Executive Summary:

1.1 MOHAN Foundation is a not-for-profit, non-governmental organization started to promote organ donation in 1997 in Chennai by philanthropists and medical professionals led by Dr. Sunil Shroff. It started advocating this very difficult cause at a time when no one in the country was talking about it and the environment was fairly hostile towards this taboo topic. With a 360 degree approach, it has innovatively responded to this complex issue and showed the way forward to the government, hospitals and policy makers. Even currently there are very few NGO's that work with this very challenging and yet life giving cause.

The NGO's unique mission is to ensure that every Indian suffering due to an end stage organ failure, be provided with the gift of life through a lifesaving organ transplantation. To this end, the Foundation has worked out a strategy over the years to bridge the gaps in the program.

Besides public awareness, the Foundation has been building capacities of the medical professionals. It has been the foremost training body helping create a cadre of professionals called the Transplant Coordinators who do the unenviable task of counselling bereaved families to encourage them to donate the organs of their deceased loved one and save other lives. The Foundation works closely with hospitals to help them lay down Standard Operating Procedures for successfully carrying out a Deceased Organ Donation and Transplantation Programme. The Foundation has been liaising with Government bodies to pass favourable legislations that augment donation and has been a catalyst in making amendments to the existing Transplantation of Human Organs Act.

Over the years it has expanded its outreach and presence moving to newer states (health being a state subject) and has worked closely with state governments, private sector and other stakeholders to improve the organ donation rate in the country.

1.2 MOHAN Foundation is committed to ensure a safe, secure and congenial work environment for all employees, which will enable employees to render their services without fear of any prejudice, bias and sexual harassment. This policy aims at (i) ensuring the protection of all employees from sexual harassment at the workplace, (ii) creating awareness of the Indian law in force and the NGO's internal policies amongst employees to prevent sexual harassment at the workplace, and (iii) putting in place the recourse mechanism available to employees for redressal of complaints relating to sexual harassment at the workplace.

2. Objective:

2.1 MOHAN Foundation believes that all employees have the right to be treated with utmost respect and dignity and should have the opportunity to work in an environment free from sexual harassment. The Foundation will not tolerate sexual harassment in the workplace in any form or manner.

To read the complete MOHAN Foundation's POSH Policy, Register our website by using the following link.

<https://www.mohanfoundation.org/regis/registerstep1.asp>