



A Cell with the name of RCF WIPS CELL has been constituted in the Company. The Cell consists of the following members as on date:

1. Dr. (Ms.) Vineeta B. Rao, Dy. Gen. Manager (Med.) - Chairperson
2. Ms. Nanda Kulkarni, Chief Manager (HR)-Corp. - Convener
3. Ms. Sangita Gaikwad, Manager (Civil) - Member
4. Ms. Rupali Wadhawani, Manager (HRD) - Member
5. Dr. (Ms.) Archana P. Kale, Manager (R&D) - Member
6. Ms. Alpana Bhivare, Sr. Steno Asst.(HRD-Thal) - Member
7. Ms. Dhanashree Puranik, Chemist Gr. II (C. C. Lab.) - Member

The Cell Members meet once in a quarter to review the implementation of the prescribed guidelines and submits its report to Chief General Manager (HR). The Cell deals with all the matters of Welfare of Women employees and their grievances excluding complaints of sexual Harassment.

RCF Internal Complaint Committee (RCF ICC) has been constituted as per Section 21(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013) consisting of the following members.

1. Dr. (Ms.) Vineeta B. Rao, Dy. Gen. Manager (Med.) - Chairperson
2. Mr. Vikram K. Jawale, OM(Suphala) (HRD-Thal) - Member
3. Ms. Nanda Kulkarni, Chief Manager (HR)-Corp. - Convener
4. Ms. Alpana Bhivare, Sr. Steno Asst. (HRD-Thal) - Rep. of Thal
5. Ms. External member (Lawyer appointed by Mgmt.) - Third Party Member

The ICC investigates all the complaints of sexual Harassment received from female/male at workplce directly or through Management and submits its report to the Management.