



ANTI-SEXUAL HARASSMENT POLICY

Effective from 3rd October 2024

Dunes Aviation Academy is committed to maintaining a safe and respectful environment for all employees & students. To support this, we have established an Anti-Sexual Harassment Policy to address concerns promptly and effectively.

Who can report?

Any employee or student can report instances of sexual harassment, including but not limited to:

- Unwelcome physical contact
- Solicitation of sexual Favors
- Offensive comments or behaviour with sexual undertones

How to report?

1. **Email:** Send your complaint to ashc@dunesaviation.in
2. **Phone:** Call at +91 98280 72872
3. **Confidential Letterbox:** Drop in the written complaints in the ASHC letter box (Placed in the HR Office).

Response Timeline:

- The Anti-Sexual Harassment Committee (ASHC) will investigate and provide a resolution within 20 business days.

Confidentiality:

All reports are handled confidentially. Retaliation against complainants is strictly prohibited. For queries, the undersigned may be contacted.

For further details visit dunesaviation.in/notices.

Mukesh Mathur

**Accountable Manager, Convener of ASHC
Anti-Sexual Harassment Committee**