Undertaking for POSH

(Prevention of Sexual Harassment at Workplace)

Date:12-10-2020

**Staffer Name:Shubham agrawal**

**Employee Code:**

**Location: Pune**

Dear Sir/ Madam

I am Mr./ Mrs.\_Shubham agrawal\_\_\_\_\_\_ working in Lobo Staffing Solutions Pvt Ltd (“Company)”, appointed under Fixed Term Contract for a period of 1 year from Dated: 12-10-2020\_\_\_\_\_\_ to 11-10-2021\_\_\_\_\_\_ and deputed with Tata Communications [India Entity] Limited (“Client”)\_\_\_\_\_\_\_\_\_.

Through this undertaking I affirm and acknowledge that I have understood the contents of POSH and affirm to the Company and Client that I will abide with all the terms and conditions read and explained to me by the Company and its client, I further acknowledge that for any violation under POSH, I myself will be liable for the same and the Company and Client can validly initiate appropriate disciplinary proceedings/ enquiry against me as per law including discontinuation of my contract and holding of my salary.

POSH Violation includes any unwelcomed sexual behavior directly or indirectly. Some of these are:

* Physical contact and advances,
* A demand or request for sexual favors
* Sexually colored remarks
* Showing pornography
* Threats, Innuendoes
* Touching, Patting, Pinching Comments about physical appearance
* Any other unwelcome physical, verbal or non-verbal conduct of sexual nature
* Any type of Sexual communications, unwelcomed gestures conduct.

I acknowledge that I have understood the contents of this undertaking for POSH and for any violation under the said act directly or indirectly I myself will be liable for the same and the Company and the Client can initiate appropriate disciplinary proceedings/ enquiry against me as per law including discontinuation of my contract and holding of my salary.

Staffer Name:Shubham agrawal.

Sign: shubham

Date:12-10-2020