



**THE INSTITUTE OF  
COST ACCOUNTANTS OF INDIA**  
(STATUTORY BODY UNDER AN ACT OF PARLIAMENT)  
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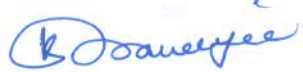
### NOTIFICATION

In pursuance to the Section 19 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and as per the Policy adopted by the Institute of Cost Accountants of India pertaining to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, there is Zero Tolerance to Sexual Harassment.

It is hereby notified that in the ongoing commitment to fostering a safe and respectful environment in the Institute, it is advised that if any woman feels aggrieved by any form of sexual harassment, a complaint should be lodged with the Internal Committee of the Institute at [icc@icmai.in](mailto:icc@icmai.in).

This is applicable to all the employees, members, students, Council Members, Regional Council Members, Managing Committee Members of Chapters, associates, clients, contractors, vendors/supplier/service providers including their agents, supervisors, managers and their employees, visitors associated with all the ICAI offices pan India, including Governing Board members, members and employees of Section 8 Companies of the Institute. It also includes the places/offices where the employees, trainees, representatives and students of the Institute are visiting for official assignment, including the use of transport facility provided to them.

This is to ensure a workplace free from sexual harassment and discrimination.

  
CMA Dr. Kaushik Banerjee  
Secretary