















**RHI MAGNESITA**

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stopped, the solution is working satisfactorily and if no victimization of either party is occurring. This follow up is undertaken by the complainant's Line Manager supported by HR.

#### **Malicious Allegations**

Where the committee arrives at the conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer to take action against the woman or the person making the complaint.

The action recommended should be similar to the ones proposed for the respondent in case of substantiated complaints.

While deciding malicious intent, the committee should consider that mere inability to substantiate a complaint need not mean malicious intent. Malicious intent must be clearly established through a separate inquiry.

#### **False Evidence**

Where the committee arrives at the conclusion that the any witness has given false evidence or produced any forged or misleading document, it may recommend to the employer to take action against such a witness.

The action recommended should be similar to the ones proposed for the respondent in case of substantiated complaints.

#### **Confidentiality**

If any person interested with the duty to handle or deal with the complaint, inquiry or any recommendations or action to be taken under the provision of the Act, violates the confidentiality in terms of Section 16 of the Act, he /she shall be liable to a penalty a sum of Rs.5,000/- to be paid by him or her to the employer and the same shall be deposited in the fund to be used for the purposes of having awareness around the provisions of the Act by the employer.

#### **Appeal**

Any party not satisfied or further aggrieved by the implementation or non-implementation of recommendations made, may appeal to the appellate authority in accordance with the Act and rules, within 90 days of the recommendations being communicated.

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