



Alliance Française
To **Pondichéry**

Date: 21.11.2025

The Director of Alliance Française de Pondichéry,

Subject: Compliance Letter – Conduct of POSH Committee Training-;

This is to certify that the POSH (Prevention of Sexual Harassment) Committee Training was conducted in compliance with the provisions of the Sexual Harassment of Women at Workplace of Alliance Française de Pondichéry. (Prevention, Prohibition and Redressal) Act, 2013 and the rules framed thereunder.

The meeting was held on **20th November 2025 at Alliance Française de Pondichéry, 58 Suffren street Pondichéry**, with the required quorum present. All committee members, Office staff and Teachers of AFP participated actively, and the proceedings were carried out in a fair, confidential, and unbiased manner as mandated under the Act.

During the meeting, the committee reviewed its roles and responsibilities, discussed awareness and compliance requirements, and ensured that all processes align with the POSH policy of the organization. No violations of procedure were observed, and all discussions were documented appropriately.

This letter is issued as a record of compliance and for any official or audit-related purpose.

Thanking you.

Yours sincerely,

Training Conducted by Dr. Vidyaa Ramkumar

External Member

ICC Committee

Chair Person

Members