



DEEPALI CHANDHOKE

Senior Partner

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PROFESSIONAL MEMBERSHIPS

- Bar Council of Delhi
- Delhi High Court Bar Association
- Bar Council of India

EXPERTISE

- Dispute Resolution
- Labour & Employment Law
- POSH
- POCSO

EDUCATION

- LL.B; University of Delhi
- B.A. (Hons.); Lady Shri Ram College, University of Delhi

BRIEF PROFILE

Deepali has over three decades of experience in dispute resolution and litigation, an extensive practice of employment law, prevention of sexual harassment at the workplace, conducting workplace enquiries and advisory on issues pertaining to student safeguarding and child protection.

Her labour and employment practice includes a well-established specialisation in prevention of sexual harassment at the workplace. She advises on statutory compliances, conducts internal inquiries, and provides ongoing strategic advisory support. She regularly undertakes training and sensitisation sessions and assists organisations in implementing effective POSH frameworks and compliant Internal Committee processes. Her work also includes extensive policy drafting and advisory across employment policies and workplace procedures, along with handling sensitive employee disputes, misconduct and disciplinary inquiries, whistle blower investigations, and complex workplace issues. She further undertakes employment law and policy review and advises on labour law compliance and risk management.

She regularly conducts awareness and sensitization sessions on ensuring student safeguarding and protection and also advises on POCSO issues to schools and institutions regularly visited by children.

Deepali also regularly handles civil disputes, including arbitrations and property related matters, and has extensive experience in leading evidence, conducting trials, and presenting final arguments before courts. She also advises and represents clients in succession and matrimonial disputes, including maintenance, custody, and related family law matters, adopting a practical and sensitive approach to resolution.

Given that her work involves sensitive and highly confidential matters, a detailed experience statement can be shared on a confidential basis.

INDICATIVE EXPERIENCE STATEMENT

- Conducted internal inquiries into allegations of sexual harassment at the workplace under applicable law, including end to end management of the inquiry process, process design, documentation, and drafting of notices, orders, and inquiry reports, in adherence to principles of natural justice.
- Reviewed processes and documentation followed by Internal Committees in workplace harassment matters, and provided corrective and remedial recommendations along with ongoing advisory support to facilitate effective resolution.
- Drafted and implemented workplace policies, including policies on prevention of sexual harassment, tailored to statutory requirements, organisational structures, and operational needs. Also advised on broader workplace practices such as diversity, equity, and inclusion, including development and implementation of related policies.
- Designed and conducted sensitisation and training programmes for employees across sectors, along with specialised capacity building sessions for Internal Committee members on complaint handling, inquiry procedures, and compliance obligations.
- Undertook labour and employment compliance review, including review of employer obligations, employee benefits, and internal processes, and provided policy level advisory aligned with applicable legal and organisational requirements.

ILLUSTRATIVE LIST OF CLIENTS

- AT&T
 - Oil India Limited
 - Motherson Technology Services Limited
 - American Express
 - Tata Img
 - Ford Foundation
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- Fortis Healthcare Ltd.
 - Deloitte Touche Tohmatsu India LLP
 - Ashoka University
 - The British School
 - Paani Foundation
 - National Skill Development Corporation
 - Lighthouse Advisors India Pvt. Ltd.
 - Lighthouse Canton Group
 - Publicis Resources (erstwhile Sapient)
 - Tower Research Capital LLC
 - Chicago Mercantile Exchange Group
 - Fidelity
 - FIND India
 - Reed Elsevier India Pvt. Ltd.
 - UnitedHealth Group
 - Associated Press
 - Rational AG
 - ICU Medical
 - Valvoline Cummins
 - HSquare Sports Private Limited
 - Idemitsu Lube India Private Limited
 - Nutrition International
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