



SURABHI SAHGAL

Managing Associate

 (+91) 9643390195  ssahgal@cspartners.in  <https://www.cspartners.in/>  <https://www.linkedin.com/in/sahgalsurabhi/>

PROFESSIONAL MEMBERSHIPS

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

EXPERTISE

- Dispute Resolution
- Labour & Employment Law
- POSH
- POC SO

EDUCATION

- B.A. LL.B (Hons.) – Amity Law School, New Delhi (Affiliated to Guru Gobind Singh Indraprastha University, Delhi)

BRIEF PROFILE

Surabhi is a Managing Associate with C&S Partners, with a focused practice in employment law, workplace compliance, and dispute resolution. She advises employers on a wide range of employment law matters, including employee relations, disciplinary processes, regulatory compliance, and employment risk management, and regularly assists organisations in navigating complex workforce related issues.

A significant part of her practice is dedicated to prevention of sexual harassment at the workplace. Surabhi has extensive experience in POSH compliance, internal enquiries, policy drafting, and providing strategic and ongoing advisory support to Internal Committees. She also conducts training and capacity building programmes for employees and management, with an emphasis on legal compliance and procedural robustness.

Surabhi advises organisations on managing sensitive employee related disputes and internal conflicts in a structured and legally defensible manner, with a focus on minimising risk, ensuring procedural compliance, and protecting organisational interests. Her practice is closely aligned with diversity, equity, and inclusion objectives, and she supports employers in building compliant and inclusive workplaces through targeted employment law advisory and POSH and DEI aligned training programmes.

INDICATIVE EXPERIENCE STATEMENT

- Conducting multiple internal enquiries into allegations of sexual harassment at the workplace under the POSH Act, including end to end management of enquiry processes, procedural design, documentation, and drafting of notices, orders, and enquiry reports, in strict adherence to principles of natural justice.
 - Reviewing the processes and documentation adopted by Internal Committees in sexual harassment enquiries, and providing corrective and remedial recommendations along with ongoing advisory support, resulting in resolution of matters without escalation into litigation.
 - Drafting and implementing POSH policies for a public sector undertaking in the oil and gas sector, tailored to statutory requirements, organisational structures, and operational needs. Also advising on diversity, equity, and inclusion frameworks, including drafting and implementation of DEI related policies.
 - Designing and delivering gender sensitisation and POSH awareness training programmes for employees across sectors, including a global investment and wealth management institution, automobile and industrial lubricants companies, internationally funded not for profit organisations, educational institutions, and financial services firms. This includes conducting skill building and orientation programmes for Internal Committee members on complaint handling, enquiry processes, and compliance obligations under the POSH Act.
 - Conducting comprehensive labour and employment due diligence for an internationally funded not for profit organisation, including review of employer obligations, employee benefits, and internal compliance frameworks, and drafting and customising POSH policies aligned with statutory requirements and organisational culture.
-
-

AN ILLUSTRATIVE LIST OF CLIENTS HANDLED BY SURABHI INCLUDE

- Airports Authority of India
 - The British School
 - PATH
 - AT&T
 - Motherson Technology Services Limited
 - Light House Advisors India Private Limited
 - Ford Foundation
 - Deloitte Touche Tohmatsu LLC
 - Fortis Healthcare
 - Felguera Gruas India Private Limited
 - Quantum Advisors Private Limited
 - Lighthouse Canton Group
 - Valvoline Cummins
 - National Skill Development Corporation
-
-