

POSH - Prevention of Sexual Harassment At Workplace

Duration - 3 Hours

Audience : Employees working across all levels

Training Takeaways :-

- When employees receive POSH training, it not only helps them to fight against sexual harassment but also helps them avoid being charged.
- During the training sessions, employees will recognize what constitutes sexual harassment in the workplace.
- This training prepares your workforce to become the altruists in annihilating all forms of sexual harassment and become strong advocates in creating a safe workplace.

1. Introduction

- Overview & Scope : POSH Act
- Core Purpose : Prevention : Protection : Redressal
- Case Study : Bhanwari Devi

2. Module 1 : Important Terms

- Who is an 'Employee'?
- What qualifies as a 'Workplace'?
- Sexual Harassment - as defined by law
- Types of Sexual Harassment - Hostile Environment & Quid pro Quo
- Who is an 'Aggrieved' Woman?

3. Module -2 Sexual Harassment at Workplace

- Welcome & Unwelcome Behavior
- Personal & Professional Impact
- Eye Opening Examples
- Consensual Relationships

4. Module -3 Case Studies & Scenarios

5. Module -4 Redressal Mechanism

- Rights of Complainant
- Rights of Respondent
- How to raise a complaint?
- Who can raise a complaint?

- Prevention & Protection as per company's policies
- Important Timelines