

POSH: Workplace Harassment Prevention & Redressal

Learn to identify, prevent and address workplace sexual harassment under the POSH Act, from key definitions to redressal mechanisms.

3 Hours

DURATION

5

MODULES

18

TOPICS

COURSE OVERVIEW

This course examines the scope and purpose of the POSH Act, illustrated through the Bhanwari Devi case, before defining key terms such as employee, workplace, aggrieved woman and the types of sexual harassment including hostile environment and quid pro quo. It then looks at welcome and unwelcome behaviour, the personal and professional impact of harassment, and the treatment of consensual relationships, supported by case studies and scenarios. Finally, it covers the redressal mechanism, including the rights of complainants and respondents, how and by whom a complaint can be raised, related company policies, and important timelines.

WHO THIS COURSE IS FOR

Employees working across all levels

LEARNING OBJECTIVES

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

5 Modules, 18 Topics

01

Introduction

TOPICS

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

02

Important Terms

TOPICS

- 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?

03

Sexual Harassment at Workplace

TOPICS

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

04

Case Studies & Scenarios

05

Redressal Mechanism

TOPICS

- | | |
|-----------------------------|---|
| ■ Rights of Complainant | ■ Who can raise a complaint? |
| ■ Rights of Respondent | ■ Prevention & Protection as per company's policies |
| ■ How to raise a complaint? | ■ Important Timelines |

WHAT IS INCLUDED

Everything You Need to Succeed

- Koenig course material for every module
- Delivery by certified instructors and subject matter experts
- Hands-on exercises throughout the course
- Course completion certificate from Koenig

ABOUT KOENIG

Who We Are

Established in 1993, Koenig Solutions is a globally recognised training provider with 35+ technology partnerships, 5,000+ training programmes and a network of certified instructors and subject matter experts, supporting individuals and enterprise teams worldwide.

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