

Training for Internal committee:

Conduct comprehensive training for the internal committee as mandated by the Prevention of Sexual Harassment (POSH) Act. Equip members with the knowledge and skills necessary to handle complaints and create a safe, respectful workplace. .

Training for employees:

Employee training under the Prevention of Sexual Harassment (POSH) Act educates employees on their rights and responsibilities, recognizes harassment, and outlines reporting procedures. It emphasizes confidentiality, non-retaliation, and fostering a respectful workplace while explaining the role of the internal committee in addressing complaints.

Train the trainer:

Train the trainer programs under the Prevention of Sexual Harassment (POSH) Act prepare designated individuals to effectively educate fellow employees, covering legal aspects, teaching methodologies, customization, and handling questions.

What are the consequences if an organization fails to comply with the POSH Act?

- Cancellation of business license
- Non- compliance of POSH Act can attract monetary penalty
- Reputational & goodwill damages of the organization
- The penalty can be increase based on severalty of the offence.

How we can assist you:

We possess a team of skilled, certified professionals dedicated to ensuring full compliance and effective implementation of the POSH Act in your organization. Our priority is safeguarding our clients' interests regarding POSH compliance matters

For more details contact us



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Supported by NHRWA (National Human Resource Welfare Association)

Compliance with the PoSH (Prevention of Sexual Harassment) Act has several positive impacts in the workplace.



Prevention of Sexual Harassment Act (PoSH):

In India, the Sexual Harassment of Women at Workplace Act, 2013 makes it mandatory for establishments with ten or more employees to conduct POSH (Prevention of Sexual Harassment) training. This legal requirement ensures a safe and respectful work environment. Companies must implement robust policies and procedures to prevent and address incidents of sexual harassment effectively. Strict compliance with these regulations is crucial to protect the rights and well-being of employees, reflecting a commitment to a harassment-free workplace.

STEPS INVOLVED IN COMPLIANCE UNDER POSH

1. Formulation of Posh Policy:

Formulating a POSH (Prevention of Sexual Harassment) policy involves defining the scope and applicability of the policy, clearly outlining prohibited behaviors, and providing a confidential procedure for reporting incidents. It should also establish a robust investigation process, outline consequences for violations, and emphasize protection against retaliation for complainants. Regular training, awareness programs, and periodic policy reviews are essential elements in maintaining an inclusive and respectful workplace environment.

2. Form Constitution of Internal Committee:

Forming a Constitution for the Internal Committee (IC) under POSH involves selecting diverse, qualified members, designating a capable Chairperson, and providing comprehensive training. Clear roles, confidentiality, accessible reporting, and structured procedures are crucial. Thorough record-keeping, support resources, regular meetings, and ongoing evaluation ensure effective handling of sexual harassment cases.

3. Appointment as External Member:

As an External Member of POSH, the individual serves as an impartial expert in the Internal Complaints Committee (ICC), providing an outsider's perspective during complaint investigations and ensuring fair treatment. Responsibilities include maintaining confidentiality, contributing to a safe work environment, and enhancing the committee's effectiveness in handling sexual harassment.

4. Arrangements of Awareness sessions for the Employees and Internal Committee:

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5. Display of POSH Posters:

Displaying POSH (Prevention of Sexual Harassment) posters in prominent areas of the workplace is an important step in creating awareness and promoting a safe work environment. These posters typically provide information on company policies, reporting procedures, and resources available for employees. They serve as a visual reminder of the organization's commitment to preventing sexual harassment and supporting those affected by it.

6. File annual report on POSH compliance before appropriate authority:

Collect POSH compliance data, appoint Internal Committee, create detailed report covering complaints, investigations, and preventive measures. Review for accuracy. Submit report to the relevant authority in accordance with local regulations for a safe and harassment-free workplace

Compliance with the POSH (Prevention of Sexual Harassment) Act has several positive impacts on an organization

Regular Posh training foster respect, safety, productivity, and equality, creating a harmonious, empowered, compliant, and trusting work environment.

