

**POSH Awareness Workshop**

“You’re not a victim for sharing your story. You are a survivor setting the world on fire with your truth. And you never know who needs your light, your warmth, and raging courage.” – Alex Elle



POSH Awareness Workshop

Duration: 2 Hours

No of Participants: 25-30 Pax

Timing: 9:30 A.M- 11:30 A.M (2 Hours)

Target Audience

* Admins, HR, Policy Makers
* Team Managers
* Supervisors
* Individual Contributors

Workshop Objectives

* Introduction -POSH
* POSH -Laws and Policies
* Forms of Sexual Harassment
* Recognizing Sexual Harassment
* Prevention Strategies
* POSH Redressal mechanism
* Internal Complaints Committee



Workshop Outline

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| **Sr. No.** | **Time** | **Topic** |
| 1 | 9:30-10:00 AM | **Introduction -Sexual Harassment*** Understanding Sexual Harassment
* Welcome Vs Unwelcome Behaviour
* Harassment of Sexual Nature (Physical, Verbal, Visual, Etc)
* Myths about Sexual Harassment
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| 2 | 10:00 – 10:30 PM | **POSH ACT*** POSH ACT (Prevention, Prohibition and Redressal) Act, 2013
* Why POSH Awareness
* Employee-Under POSH Act
* Workplace-Under POSH Act
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| 3 | 10:30 – 11:00 AM | **Types of Sexual Harassment** * Quid pro quo harassment
* Hostile work environment
* Scenarios
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| 4 | 11:00 – 11:30 AM | **POSH Complaint Filing Process** * POSH Compliance Framework
* Setting up of Internal Complaints Committee -ICC
* POSH Grievance & Redressal Process-Organisation
* POSH Help Line
* POSH Disciplinary Action
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| 5 | 11:30 – 11:45 AM | **Consequences of Not following POSH ACT*** Consequences for Individual
* Consequences for Organisations
* Consequences of filing Fales/ Malicious reports
* Duties & Rights of an Employee
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| 6 | 11:45 – 12:00 PM | **Scenarios & Questions** |

\*This Workshop outline is based on the industry best practices and will be customised after discussion with the client. \*

Though the assessments are provided in the content list but they are optional.