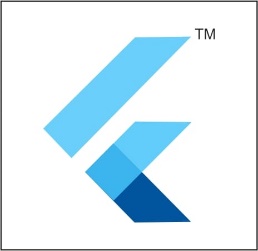


**POSH Awareness Workshop**

“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: 1Day

No of Participants: 25-30 Pax

Timing: 9:30 A.M- 5:30 P.M

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
* Role of a manager in POSH Compliance



Workshop Outline

|  |  |  |
| --- | --- | --- |
| **Sr. No.** | **Time** | **Topic** |
| 1 | 9:30-10:15 AM | **What’s In It for Me Day**   * Workshop Intro & Agenda * Ground Rules * Icebreaker * Facilitator Intro * Participant Intro & Expectations |
| 2 | 10:15- 10:30 AM | **Pre-Training Assessment** |
| 3 | 10:30- 11:15 AM | **Introduction -Sexual Harassment**   * Understanding Sexual Harassment * Welcome Vs Unwelcome Behaviour * Harassment of Sexual Nature (Physical, Verbal, Visual, Etc) * Myths about Sexual Harassment |
| 4 | 11:15 – 11:30 AM | **First Tea Break** |
| 5 | 11:30 – 12:15 PM | **POSH ACT**   * POSH ACT (Prevention, Prohibition and Redressal) Act, 2013 * Why POSH Awareness * Employee-Under POSH Act * Workplace-Under POSH Act |
| 6 | 12:15 – 1:15 PM | **Types of Sexual Harassment**   * Quid pro quo harassment * Hostile work environment * Scenarios |
| 7 | 1:15 – 2:00 PM | **Lunch Break** |
| 8 | 2:00 - 2:15 PM | **Energiser** |
| 9 | 2:15- 3:00 PM | **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 |
| 10 | 3:00 – 3:45 | **Consequences of Not following POSH ACT**   * Consequences for Individual * Consequences for Organisations * Consequences of filing Fales/ Malicious reports * Duties & Rights of an Employee |
| 11 | 3:45 - 4:00 PM | **Second Tea Break** |
| 12 | 4:00 - 4:30 PM | **Manager’s role in Making POSH Compliant organisation**   * Manager’s role * Scenarios |
| 13 | 4:30- 4:45 PM | **Recap** |
| 14 | 4:45 – 5:00 | **Post-Training Assessment** |
| 15 | 5:00 - 5:30 PM | **Conclusion/ Closing**   * Summary of key points * Next steps for preventing sexual harassment in the workplace * Q&A session |

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