

**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

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| **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
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| 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
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| 6 | 12:15 – 1:15 PM | **Types of Sexual Harassment** * Quid pro quo harassment
* Hostile work environment
* Scenarios
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| 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
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| 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
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| 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
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| 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
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\*This Workshop outline is based on the industry best practices and will be customised after discussion with the client. \*