

POSH TRAINING PROGRAM

The sexual harassment of women at the workplace, Prevention, Prohibition, and Redressal Act, 2013, popularly known as the POSH Act, holds an organisation and its employer accountable for not taking adequate steps to avoid sexual harassment at workplace. The Act also enumerates several requirements for companies to comply with the Act. One of them is organising training programmes and taking appropriate initiatives to raise POSH knowledge among all employees in the organization, and sensitizing them about their roles and responsibilities.



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Why?

POSH training is required for all employees of Indian companies with more than ten employees under the sexual harassment of women in the workplace, Prevention, Prohibition, and Redressal (POSH) Act, 2013. It is recommended that the training must be held biannually.



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Law Colloquy is a fast-growing legal platform created for legal awareness. We aim to provide essential contributions to the public's understanding of current legal concerns and contemporary advancements in the all-pervasive subject of law. Law Colloquy is committed to documenting and publishing unbiased, accurate and insightful treatises on various topics of law. We also provide Training and Skill Development Programs pertaining to POSH, POCSO, women and child rights, criminal profiling and various aspects of the law.



Module- 1

The training program is recommended for all employees of an organisations . Every employee, regardless of gender or position, should have a firm grasp on the basic knowledge of POSH Act and its effective implementation.

HOW IS THE POSH TRAINING PROGRAM EFFECTIVE?

- Such training can help your staff to understand their rights and duties.
- It will also demonstrate that the organisation has taken concrete actions to prevent sexual harassment.
- It will significantly assist your ICC in dealing with complaints.
- Employees will have more faith in the organization as a result of it.
- It will establish a gender-sensitive work climate.
- It encourages them to work in a healthy environment while recognizing each other's equal right to work in that setting, it will result in positivity and increased productivity.
- It will confirm that the organisation has followed all legal requirements for the conduct of training/awareness activities.

Module -2

Every Manager, Reporting Manager, Business Head, Human Resources (Learning and Development) professional, Diversity and Inclusion (D&I) champion, etc., must be trained for POSH. The POSH enables them to handle and manage sexual harassment incidents effectively. However, any inappropriate step or negligence on the part of the people manager will have severe consequences for the organization, team and the victim. Therefore, the organisation should constitute an Internal Complaint Committee that will have the power of a civil jury. They will inquire into POSH complaints and redress them.

MODE OF POSH TRAINING:

- 1. Offline (in person)*
- 2. Online (virtual)*

DURATION:

1-2 hours per session