


PoSH for Employees as per PoSH Act, 2013

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1. Basics of Sexual Harassment at Work
 - 1.1 Definition of Sexual Harassment?
 - 1.2 Definition of Workplace & Employees
 - 1.3 Why is it becoming rampant at the workplace?
 2. Forms and Types of Sexual Harassment at Workplace
 - 2.1 Verbal Harassment
 - 2.1.1 Case Scenarios depicting Verbal Harassment
 - 2.2 Non-Verbal Harassment
 - 2.2.1 Case Scenario depicting Non-Verbal Harassment
 - 2.3 Visual Harassment
 - 2.3.1 Case Scenario depicting Visual Harassment
 - 2.4 Physical Harassment
 - 2.4.1 Case Scenario depicting Physical Harassment
 - 2.5 Quid Pro Quo
 - 2.5.1 Case Scenario depicting Quid Pro Quo.
 - 2.6 Hostile Work Environment
 - 2.6.1 Case Scenario depicting Hostile Work Environment
 3. Prevention and Redressal of Sexual Harassment
 - 3.1 Organization's PoSH Policy
 - 3.2 Constitution of Internal Committee (IC)
 - 3.3 Complaint Mechanism
 - 3.4 False Complaints
 - 3.5 Confidentiality of Complaints
 - 3.6 Timelines as per PoSH Act, 2013
 - 3.7 Penal Clauses under the PoSH Act, 2013
 4. Final Assessment