

PoSH for Employees as per PoSH Act, 2013

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