

## PoSH for Factory Staff

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- A background image of a smiling female factory worker wearing a white hard hat and a yellow high-visibility safety vest over a blue long-sleeved shirt. She is holding a clipboard and a pen in her right hand.
1. Introduction to sexual harassment at workplace
    - a. Do you know?
    - b. Learning objectives
    - c. Introductory scenario on sexual harassment
    - d. What is sexual harassment?
    - e. What is a workplace?
    - f. Who is an employee?
  2. Types and forms of sexual harassment at workplace
    - a. Types of harassment
      - i. Verbal harassment
        1. Scenario depicting verbal harassment
      - ii. Non-Verbal harassment/Visual harassment
        1. Scenario depicting non-verbal harassment
      - iii. Physical harassment
      - iv. Scenario depicting physical harassment
    - b. Forms of harassment
      - i. Quid pro quo
        1. Scenario depicting quid pro quo
      - ii. Hostile work Environment
        1. Scenario depicting hostile work environment

3. Steps taken by the employer to prevent sexual harassment at workplace

- a. PoSH Act 2013 and constitution of IC
- b. Who can file a complaint under PoSH Act?
  - i. Definition of aggrieved woman
- c. Complaint filing mechanism
- d. What happens after a complaint is filed?
- e. Penalty as per the PoSH Act
- f. False or malicious complaint
- g. Confidentiality of complaint