

PoSH for Factory Staff

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