


PoSH: Orientation for the Internal Committee (IC)

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1. Objectives
 2. Salient Features of Sexual Harassment Act 2013
 3. Key Definitions and Concepts under Sexual Harassment Act
 4. Sexual Harassment Act 2013
 5. Prevention and Prohibition
 - 5.1. Preventive Authorities
 - 5.2. Responsibilities of Employer
 - 5.3. Constitution and Term of the IC
 - 5.4. Roles and Responsibilities of IC
 6. Redressal
 - 6.1. Understanding the Compliant
 - 6.2. Inquiry
 - 6.3. Investigation
 - 6.4. Report Submission
 - 6.5. How to Address a Complaint?
 7. Monitoring under the Act
 8. Challenges for the IC while Addressing Complaints
 - 8.1. Dealing with False or Malicious Complaints
 - 8.2. Dealing with Anonymous Complaints
 - 8.3. Cross Examination of the Complainant and Respondent
 9. PoSH @ Virtual Work Environment
 10. Conclusion