

PoSH: Orientation for the Internal Committee (IC)

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 Complainant
 - 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