

POSH (Prevention Of Sexual Harassment at Workplace)

Table of Contents

1. Introduction to POSH Act

This module introduces the basics:

a. Overview & Scope: POSH Act

b. Core Purpose: Prevention: Protection: Redressal

c. Case Study: Bhanwari Devi

2. Important Terms

a. Who is an 'Employee'?

- b. What qualifies as a 'Workplace'?
- c. Sexual Harassment as defined by law
- d. Types of Sexual Harassment Hostile Environment & Quid pro Que
- e. Who is an 'Aggrieved' Woman?

3. Sexual Harassment at Workplace

- a. Welcome & Unwelcome Behaviour
- b. Personal & Professional Impact
- c. Eye Opening Examples
- d. Consensual Relationships

4. Case Studies & Scenarios

5. Redressal Mechanism

- a. Rights of Complainant
- b. Rights of Respondent
- c. How to raise a complaint?
- d. Who can raise a complaint?
- e. Prevention & Protection as per company's policies
- f. Important Timelines

