POSH COMPLIANCE SELF- ASSESSMENT/ CHECKLIST

This self-assessment will help you understand where you stand with respect to POSH compliance as per the POSH Act (Sexual Harassment of women at workplace (prevention, Prohibition & Redressal) Act, 2013.

Kindly note that this checklist has been created for organisations based in India which have >10 employees. This assessment is only indicative and we recommend that you seek formal advice when you implement POSH at your organisation.

S.No.	Question	Yes/No
1	Do you have a POSH policy created?	
2	Do you have an email ID where employees can raise a POSH complaint?	
3	Do you have an Internal Committee constituted?	
4	Do you have an external member enlisted for your Internal Committee?	
5	Has the POSH policy been communicated to the employees?	
6	Are there POSH posters displayed in English and local language with details of POSH (penal consequences) and the IC?	
7	Does your IC have quarterly meetings to create a safe workplace?	
8	Have all your employees been trained/sensitised on POSH?	
9	Has your internal committee been trained on POSH?	
10	Have you created all the necessary reports? (Case report - if a case happens and annual report)?	

For every 'Yes' add 1 point and for 'No' add 0 points.

So the maximum score is 10 (All Yes) and the minimum score is 0 (All No)

What is your score out of 10? Let us know!

If you need support with POSH compliance and beyond, you can reach out to us at

- ➢ Email: support@safespacesinc.in
- ➢ Website: www.safespacesinc.in