

Awareness Training on Prevention of Sexual Harassment (PoSH) at Workplace

Fostering Safe, Inclusive, and Respectful Work Environments

This program equips employees with awareness of the Prevention of Sexual Harassment (PoSH) Act 2013, enabling understanding of prevention, prohibition, redressal, and workplace processes that support a safe and respectful environment.

Program Coverage

- Introduction & Context — Workplace dignity, respect, and overview of the PoSH Act, 2013
- Understanding the PoSH Act — Key provisions, framework, and important definitions
- Rights & Responsibilities — Rights of complainant and respondent
- Understanding Sexual Harassment — Meaning, scope, and types (Quid Pro Quo, Hostile Work Environment)
- Complaint & Redressal Process — Filing complaints, inquiry procedures, and timelines
- Case Studies & Assessment — Workplace scenarios and post-training evaluation



Training Duration

3 hours

Training Methodology

- Facilitative and interactive learning approach
- Discussion-led sessions to encourage participation and clarity
- Case study-based learning using real workplace situations
- Workplace scenarios for practical understanding

Facilitator Profile – Shaifali Singh

- ICF-ACC Certified Coach & Behavioural Skills Facilitator
- 18+ years experience in HR & Leadership Development
- Certified PoSH Trainer (CHRMP)
- 900+ workshops conducted across industries
- Expertise in workplace behaviour, leadership, and culture transformation
- Conducted PoSH Training for AM/NS, Ayesha, Chambal Fertilisers



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