

PREFACE

According to POSH (Prevention of Sexual Harassment to Women Employees) ACT, 2013, it is legally mandatory to conduct POSH trainings in Organizations, Institutions, Firms and Government Offices, where Women employees is working. The organization can attract heavy penalties if the law is not followed.

The duty to conduct these awareness and sensitizations sessions is mandatory for all organizations irrespective of the size of the organization/office, unlike the responsibility to create an Internal Complaints Committee, which is mandatory only for organizations/offices that have more than 10 employees.

Moreover, the employees should also be aware about what to do if their colleagues are subjected to sexual harassment. An effective training on POSH can address these issues. Organizing POSH training is a step towards protecting the rights of women employees and ensuring equality at the workplace. Training must be given to all employees regardless of their gender and designation.