

POSH AWARENESS & COMPLIANCE TRAINING

COURSE OBJECTIVES To create a safe, respectful, and inclusive work culture by equipping employees with awareness, legal knowledge, and the tools necessary to prevent, identify, and respond to incidents of sexual harassment in the workplace. The training ensures compliance with the POSH Act, 2013 and empowers organizations to adopt a zero-tolerance approach to harassment.

ABOUT THE COURSE This training program is designed to build awareness about workplace sexual harassment prevention and ensure organizational compliance with the POSH Act, 2013. Participants will gain clarity on identifying inappropriate workplace behavior, understanding legal rights and responsibilities, responding to complaints appropriately, and fostering a culture of dignity, respect, and accountability. The program combines legal education with practical workplace scenarios to help employees and leaders create safer and more inclusive work environments.

PARTICIPANTS All employees (full-time, part-time, consultants, interns, etc.), People Managers and Team Leaders, Human Resources & Administration, Internal Complaints Committee (ICC) Members, CXOs, Board Members & Senior Leadership

DURATION One day (Six Hours)

KEY TOPICS

- Build awareness of workplace sexual harassment and ensure compliance with the POSH Act, 2013.
- Learn to identify inappropriate workplace behavior and understand legal rights and responsibilities.
- Gain skills to respond to complaints appropriately and effectively.
- Explore practical workplace scenarios for real-world application.
- Foster a culture of dignity, respect, and accountability in the workplace.

TRAINERS



Jyotsna Walia

Jyotsna Walia – Manager (Human Factors), Charismight Human Factors Specialist and Soft Skills/POSH Trainer with tanker experience, skilled in behavioral training, team development, and workplace learning. Former faculty and HR/operations leader at Imarticus Learning, Indian Oil, CEAT Tyres, Hero MindMine, Sahara Arts, and Radiance Corporate Solutions (Tata Sky).



Puja Rawat

Puja Rawat is a Superintendent (Human Factors) specializing in Maritime Learning & Development. She focuses on designing and delivering training initiatives that strengthen human performance, professional development, and operational excellence within the maritime environment