

POSH Awareness Training Report



Department of Human Resources
&
Quality Assurance and Skill Development Center

Presents

POSH

(Prevention of Sexual Harassment)
Training for all staff members




SPEAKER

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OD Consultant and Trainer

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Dean - QASDC

Ms. V Manjula
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 22nd July 2023  10:30 AM to 12:30 PM  New Horizon Auditorium

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As an educational institution, we have a huge duty to the community.

Our duty is to inform our staff and students about the Prevention of Sexual Harassment Act, (POSH) its sanctions, and our policies.

The Posh Training was organized by the Department of Quality Assurance and Skill Development Centre (QASDC) in connect to HR Department to provide a platform to bring about the awareness on the POSH; on July 22nd 2023.

We are an educational institution that makes a significant contribution to society. Our responsibility is to educate our staff and students on the Prevention of Sexual Harassment Act's guidelines and penalties.

The resource person discussed the distinction between physical abuse and sexual harassment, pointing out that physical abuse results in pain, injury, or other physical suffering while sexual harassment causes mental anguish.



The presentation gave the participants information about the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

The respondent under Section 9 was mentioned, along with the requirement that an internal complaints committee be established at every organization by written order.

There was discussion over who can file complaints, who can be accused of what types of sexual acts, and how long the complaint must be filed after the last incidence. Stages for handling a complaint and carrying out an investigation of the complaint by the ICC were mentioned.

It was made clear what rights the respondent had and what would happen if false accusations were made against him. She used real life examples of relevant occurrences to help audience comprehend sexual harassment and how to handle it.





The POSH training raised awareness of sexual harassment among all the teaching and non-teaching staff.





What is POSH?

The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, popularly known as the POSH Act, was adopted by the Government of India in 2013. The Act holds organizations and employers accountable for taking steps to avoid workplace sexual harassment. The Act also specifies numerous actions that companies must follow in order to comply with the Act. One of them is increasing POSH knowledge among all employees in the firm through training programs and other similar initiatives. It is recommended that such trainings be held at least twice a year.

Although it has been claimed that POSH only protects women and does not apply to homosexual people or transgender people, the statute also covers contract workers who come to campus for work or other official purposes, volunteers, daily wagers, and ad hoc employees.

She talked about how specific actions taken with sexual intent might result in sexual harassment.

She mentioned that although sexual harassment and sexual abuse are two distinct offenses that fall under the umbrella of sexual law, both are criminal and civil offenses.

She claimed that sexual offenses result from harassment or abuse that is done without the victim's consent.

The respondent under Section 9 was brought up, as well as the necessity of establishing an Internal Complaints Committee at each organization by a written order.



POSH Benefits

Advantages to organizing POSH training for the Institution.

- Sexual harassment can impair not just the victims' but also other employees' productivity.

Better training results in fewer cases of sexual harassment and increased productivity.

- POSH training demonstrates that the organization cares about its people, which can enhance job satisfaction and employee engagement.

- POSH training promotes employee retention and workplace culture quality.

In general, training increases employees' perceptions of the organization.

- An organization's brand and goodwill can suffer if employees choose to share their horrifying sexual harassment experiences on social media. Customers may also leave the organization. Employee sensitization through POSH seminars and programs helps protect the organization's brand and maintain client retention.

- As previously stated, non-compliance with the act may result in penalties.

There is also a potential that the legal battle would take a long time, resulting in a significant financial impact.

Regular POSH training and awareness programs will not only help to avoid such legal snarls, but will also serve as proof in court that the organization took the necessary y precautions to avoid tragic sexual harassment situations.

POSH Training - Organizational Benefits





To conclude, for something like POSH training, which is not just a skill development initiative, but a legal mandate and necessity, it is better to choose an eLearning mode. While the direct beneficiary of POSH training is women employees, this training can yield positive results for the entire workforce and the organization.