

Certification Training Programme on Prevention of Sexual Harassment



OVERVIEW

According to the ACT, any company/organization with more than 10 employees should have a mandatory POSH training for all their employees and employers.

PoSH training for employees helps them identify and differentiate between appropriate and inappropriate behaviour in the workplace educating participants on the legal aspect under the PoSH act. PoSH training gives a clear understanding of employees what kind of behaviour falls under sexual harassment. Below are the objectives of this course:

- Understanding the concept as well as the importance of Prevention, Prohibition and Redressal of Sexual Harassment at the Workplace.
- Explain different dimensions of Sexual Harassment and Sexual Discrimination.
- Explain with examples, quid pro quo and a hostile work environment as types of Sexual Harassment.
- Analyze Vishakha Guidelines as a precursor to the Sexual Harassment Women Act, 2013.
- Analyze various provisions of Sexual Harassment Women Act, 2013 - definition of Sexual Harassment, the constitution of internal committees, the procedure for filing complaints of Sexual Harassment, enquiry into complaints, actions during the pendency of enquiry, duties of employers and so on.

BENEFITS

Participants will get a good idea of legal, corporate and training aspects of PoSH and will be able to conduct the programs in their organization and for their clients.

- Understanding the more complex nature of sexual harassment with the digitalisation of workplaces which has changed the way we work.
- It highlights the salient provisions of the law, statutory compliances and the consequences of non-compliance
- The course is a Train-the-Trainer which means that the competency to deliver these programs becomes available in-house and can be very quickly deployed to train the entire organization. It also helps freelance trainers who wish to add this vertical to their repertoire.

Duration	12 Hours
Modules	4
Structure	4 Modules
Methodology	Facilitator led intervention with the element of team coaching, Peer to peer discussions, activities, quizzes, case studies and practice tools
Target Participants	L&D Professional, HR, Internal Committees, POSH Practitioners
Course Fee	INR 20,000 + GST
Registration	Write to- Supriti.banerjee@ficci.com

FACILITATOR'S PROFILE

Shruti is a TEDX speaker and facilitator of behaviour-based learning programmes. Her coaching and inclusion framework - EMBRACE® which stands on the pillars of uniqueness, belongingness and psychological safety enables individuals and organisations to move to the next level of clarity and acceptance. With over two decades of international Human Resources management experience across US, UK, and India, Shruti Swaroop brings a global perspective to her Inclusion interventions, coaching practices, and consulting engagements.
Industry Experience: FMCG, IT, ITES, BFSI, Public Sector, NGO, Architect, Legal, Strategy Consulting, PSU

Every Wednesday starting 20th July 2022

Register Now!!!