

## ➤ Prevention Of Sexual Harassment (PoSH) Act, 2013

- The POSH Act- Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) 2013 was enacted to protect women from sexual harassment and provide a safe and secure work environment.
- A law to protect and prevent harassment of women at workplace and also redressal of the registered complaints.
- The Act in its Section 2n, defines sexual harassment. Sexual harassment includes any one or more of the following unwelcome acts or behavior (whether directly or by implication), namely:
  - ❖ Physical contact and advances, or
  - ❖ A demand or request for sexual favours, or
  - ❖ Making sexually coloured remarks, or
  - ❖ Showing pornography, or
  - ❖ Any other unwelcome physical, verbal, non-verbal conduct of sexual nature

## ➤ Employee Awareness under POSH Act

POSH awareness is very important as sexual harassment is a sensitive topic and employees must know what is acceptable and what is not in the workplace. It is important that the following topics are covered in the POSH training:

- 1) Definition of sexual harassment.
- 2) The message that the organization has a zero-tolerance policy towards any act of sexual harassment.
- 3) Scope and applicability of the policy.
- 4) Complaining mechanism and the contact details of Internal Committee Members  
Redressal process – formal and informal Rights and the protection provided to the complainant, respondent and witnesses in a sexual harassment case.
- 5) Responsibility of the employer and employees in ensuring safety within the workplace.
- 6) Employee and Employer according to POSH Act.
- 7) Internal Committee, its responsibilities and the details of IC members.
- 8) Process for filing a sexual harassment complaint.

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- 9) Punishments for sexual harassment.
- 10) Consequences of filing a false complaint.
- 11) Difference between an unsubstantiated complaint and a false complaint.
- 12) Consequences of retaliation.
- 13) Responsibilities of someone who has witnessed harassment.
- 14) Responsibilities of employees in preventing sexual harassment in the organization.

