THE LAW GURUKUL

Legal Awareness Initiative

PoSH Trainings

Prevention, Prohibition and Redressal *of* Sexual Harassment of Women *at* Workplace

Programme Outline

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https://www.thelawgurukul.com/poshtraining

Let's make our workplaces safer!

INTRODUCTION

Management Development Training on Prevention of Sexual Harassment

"Equality of status and opportunity" must be secured for all citizens. Equality of every person under the law is guaranteed by Article 14 of the Constitution."

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act was passed in 2013. The Act defines sexual harassment and makes it the duty of all employers to prevent it at their workplaces. Its far-reaching provisions are stringent and mandate the setting up of a forum —Internal Committee—where working women may file complaints and get redress. It also provides for penalties that may be imposed against offenders.

1. PROGRAMME OBJECTIVES, OUTCOMES AND OUTLINE

Objectives of the training

- to explain what kind of behaviour constitutes Sexual Harassment;
- to help employers and employees in creating safe workplaces where women are respected;
- to share the history of the PoSH Act and the events that resulted in its formulation;
- to explain related judicial pronouncements;
- to ensure that employers understand the role of Internal Committees in the redressal mechanism, as well as how to create an Internal Committee to explain the duties of employers.

Programme Outcomes

- Conscious and engaged employees.
- Awareness of gender justice issues among employees and management.
- Confident organization capable of forming and IC and taking appropriate action.

Programme Outline

- Power point Presentation
- Relevant case law
- Question-Answer session
- Group discussions if required

2. WHO SHOULD ATTEND?

All the employees of Organization

HR Professionals

Member from the Leadership team

Who should attend the PoSH Training?

Internal Committee Members

In-house Counsels/ Legal team members
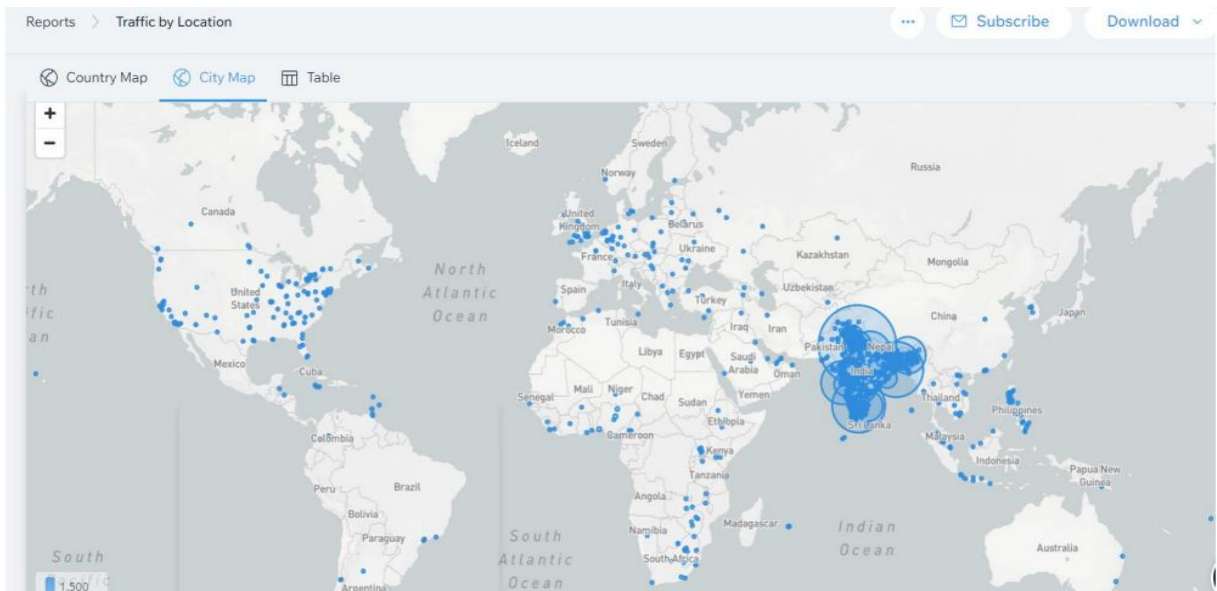
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3. ABOUT THE LAW GURUKUL

The Law Gurukul is a Public Legal Awareness Initiative. It's one of the largest online legal literacy campaigns in the world. It is managed by The Legal Watch (a law firm with socially responsible practice) with the help of 700 law students from all across India and its aim is to continuously engage with the society in building a better world.

We believe passionately in promoting gender justice and the prevention of Sexual Harassment at the workplace.

We conduct both offline and online training for corporates and other workplaces.

Empowering communities by spreading legal literacy
@www.thelawgurukul.com

4. MEET THE MENTORS

ABHA THAPALYAL GANDHI

Senior Partner

The Legal Watch

ABHA THAPALYAL GANDHI is a Senior Partner at The Legal Watch. Besides her consulting engagements, she oversees the functioning of The Law Gurukul and is the lead trainer for PoSH [the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013]

In the early years, she was a law practitioner at Allahabad High Court and Delhi High Court. She then became a law publishing professional and worked for the Delhi Law Reporter, Supreme Court Cases, Oxford University Press (Law list), and LexisNexis India (Director Law & Regulatory). She did her B.A. (Law) at the University of Sussex and her LL.M. at the University of Southampton.
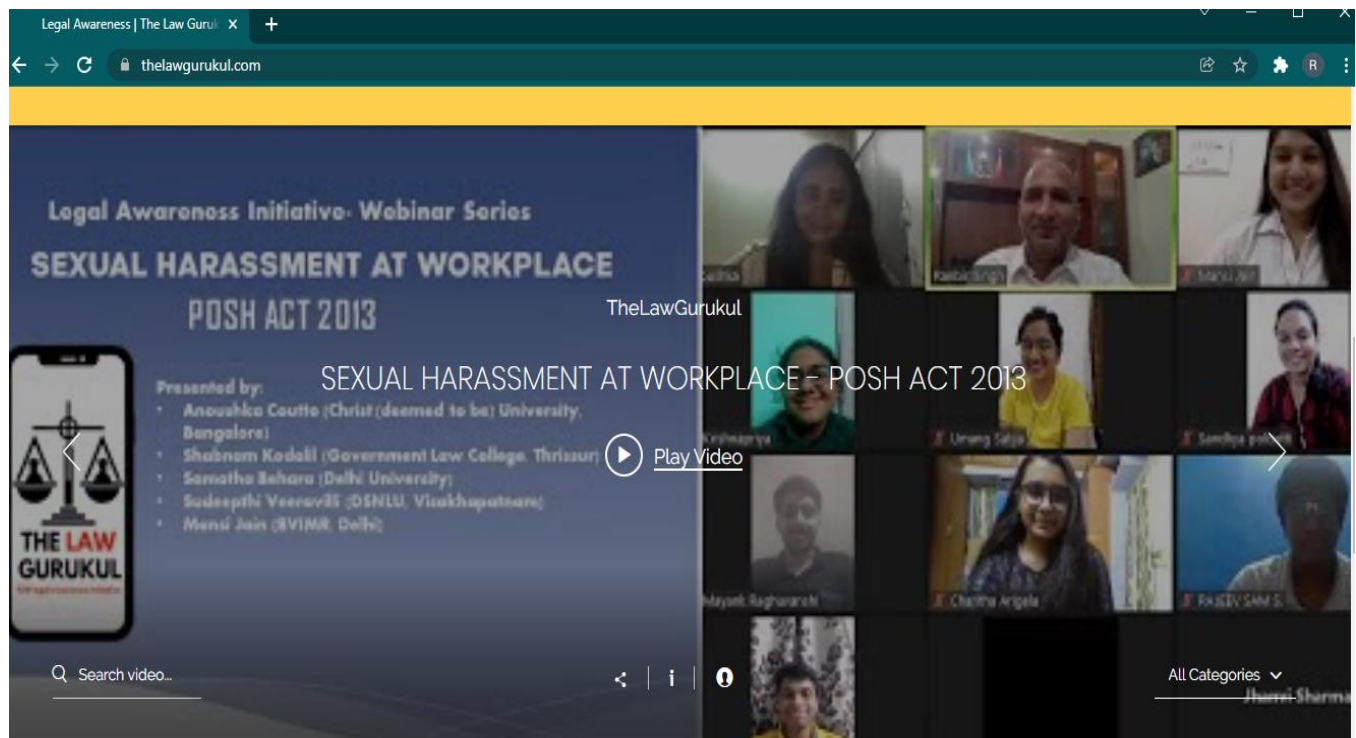

SIMRAN DAGAR

Legal Counsel

The Legal Watch

SIMRAN DAGAR is a Legal Counsel at The Legal Watch. Besides her consulting engagements, she is the Program Co-Ordinator at The Law Gurukul and is a co-trainer for PoSH [the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

5. MODES: ON CAMPUS OR ONLINE

On campus training at a Gurugram corporate office

Online Legal Awareness Programme at www.thelawgurukul.com

6. CONTACT US

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www.thelawgurukul.com

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