



# Constructing a Safe Workplace in your Organization

## Internal Committee Training

### The Act:

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is a legislative act in India that seeks to protect women from sexual harassment at their place of work.

The Act came into force from 9 December 2013.

### The Scenario:

According to a Federation of Indian Chambers of Commerce (FICCI)-Ernst and Young November (E&Y) 2015 report, 36% of Indian companies and 25% among MNCs are not compliant with the Sexual Harassment Act, 2013. Many Indian employers are yet to implement the law despite the legal requirement that a workplace with more than 10 employees need to implement it (for each branch office also).

### The Compliance Requirements as per the POSH Act:

The Act provides protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. Under the Act, which cover, government, non-government, hospitals, hotels, educational or any other institutes/organisations/companies the employer and local authorities have to set up grievance committees to investigate all complaints. Employers have to train their staff on sexual harassment and also display their organisations stand on sexual harassment. Employers who fail to comply will be punished with a fine of up to 50,000 rupees and second time defaulters might face the cancellation of license.

### The Mandate:

Sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment. So we support an organizations effort in staying true to the law of the land.

### Our Objective:

Delta Right Advisors support our clients through our advisory practices to meet the compliances and train the staff on sexual harassment, POSH Act, helping to form Internal/local Committee, training of IC, preparing display materials, etc. We provide both online and face to face trainings through a tailor made orientation module. Our clients who have undertaken this course are Sun Pharmaceuticals, MECON, National Minerals Development Corporation with the following objectives:

- ✓ *Orient employees to be able to distinguish what is and is not Sexual harassment*
- ✓ *Know the Legal obligations and compliances of organizations as per the POSH Act*
- ✓ *Constitute a committee on POSH in the organization as recommended by the Act*
- ✓ *Implement workplace policies on prevention of sexual harassment in compliance with the law*
- ✓ *Make workplaces free from sexual harassment*

**Take a leap to construct your workplace being safe and gender sensitive.**

For customized trainings, please contact us at [deltarightadvisors@gmail.com](mailto:deltarightadvisors@gmail.com) and be a part of a safe world.



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## Internal Committee



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