

POSH Workshop



Friday, 31 January 2025
8:30AM to 12:30PM



The Bengal Chamber of Commerce and Industry
(BCC&I) Royal Exchange, 6 Netaji Subhas Road,
Kolkata - 700001



WHAT IS POSH ?

POSH is an acronym for Prevention of Sexual Harassment.

The POSH Act 2013 protects employees from sexual harassment in the workplace. The act applies to all employees, regardless of gender, in both the public and private sectors.

What is POST ACT ?

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.

Why it is important for all employees in an organization, to know about POSH ?

The Importance of POSH Training & Certification at the Workplace

- ☑ Awareness and Legal Compliance
- ☑ Clarification and Support
- ☑ Enhanced Employee Engagement and Satisfaction
- ☑ Preventing False Accusations
- ☑ Encouraging Reporting and Addressing Concerns
- ☑ Protecting the Organisation's Reputation
- ☑ Boosting Morale and Compliance
- ☑ Reduces Incidents and Enhances Productivity

Who may attend POSH training ?

Any employee. It is applicable for all employees, regardless of gender, in both the public and private sectors.

Why one should attend the training ?

To understand and exercise the rights under POSH Act 2013. The POSH Act 2013 protects employees from sexual harassment in the workplace.

Detail of the content to be covered in the session:

POSH Foundation Course: This course is designed for the entire workforce, irrespective of gender or position, to ensure everyone has a clear understanding of:

- ☑ The definition of sexual harassment and what does and does not constitute it.
- ☑ The roles and rights of complainants and respondents.
- ☑ The meanings of workplace, employee, and employer in the context of the POSH Act.
- ☑ The responsibilities of the IC and details of the IC members within the organization.
- ☑ The process for filing a complaint.
- ☑ The penalties for sexual harassment.
- ☑ Tips for preventing online/virtual sexual harassment.
- ☑ Guidelines to prevent sexual harassment arising from personal relationships.
- ☑ The consequences of filing a false complaint with malicious intent.
- ☑ The repercussions of retaliation.
- ☑ The duties of a witness to harassment.
- ☑ The responsibilities of every employee in preventing sexual harassment in the organization

TRAINER

MS. SOMA SINHA

A competent training and development expert with more than 23 years of domestic and international experience in project management in development sector. She also served as a Member of Juvenile Justice Board, Dist.: North 24 Parganas, West Bengal from December 2015 and handled cases of Juvenile crimes. Also associated with UNICEF as a consultant to Juvenile Justice Secretariat, Calcutta High Court. Ms. Sinha was also engaged as governing body member of 'Behala Keertika' (Registered Address- L-C/1, O.D.R.C Housing Estate. Kolkata - 700038. Web : <https://keertika.org>) a women rights NGO in Kolkata devoted to work for the rights of women and transgender survivors of gender based violence and discrimination.

Her education focused on Child Rights Laws and Human Rights are of assistance to advocate for key child protection issues and women rights including Justice, Equity, Diversity and Inclusion in workplace. The notable skills that she brings to the table include training and module development on Soft skill training including communication skills, POSH Act awareness for employees and Internal Committee Members, people management, impact assessment of corporate social responsibility projects, developing strategies for CSR project implementation.

Ms. Sinha has an exemplary record in enhancing the quality of child and women rights programming. She has experience working as a certified trainer on 'Sexual Harassment Prevention & Workplace Diversity' at National Institute of Judicial Sciences, (NUJS) Kolkata. She is also an external member of the Internal Committee at Essel Mining (Aditya Birla Group of Company- trained more than 5000 staffs including Managers and IC members in 8 units in Jharkhand West Bengal, Odisha, Mumbai, Gujrat including managers and IC members), NOVOTEL, Kolkata Hotel & Residences (a Unit of SPPL Hotels Pvt. Ltd., ACCOR Hotel Group. Trained 500 staffs and associates), ITC SONAR & ITC ROYAL Hotel (Trained nearly 200 staffs including IC), IBIS Hotel (200 staffs), Adamas International University (RICE Group), Barasat (600 college students and staffs), Indian Institute of Foreign Trade (400 hundred students), Kolkata, Joy Global-Komatsu Mining, Gain Well, Emami Ltd and Emami Argo, V-Guard, Vikram Solar to name a few.

The role played by her as an Internal Committee member in various corporate includes making workplaces diverse and inclusive, identification of organizations success and failure towards gender diversity and inclusivity, mitigating complain received under the POSH Act, providing support to prepare Annual reports etc.



CERTIFICATIONS

- ✓ Certified trainer from NUJS - The West Bengal National University of Juridical Sciences
- ✓ Certified PSEA (Prevention of sexual exploitation and abuse) by UNICEF
- ✓ WorkSAFE UNIVERSAL certified for enhancing awareness and sensitivity to the Prevention of Sexual Harassment at the Workplace.
- ✓ Certified WorkSAFE INDUSTRIAL, to create awareness on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and Rules.
- ✓ Certified by UN & UN Agencies for Prevention of Sexual harassment and abuse of authority (2021 version)



Certificate of Participation will be provided by The Bengal Chamber of Commerce and Industry to all participants.

Participation Fee - Rs 5000/- + 18% GST (per participant)

Participation KIT - Will be provided by The Bengal Chamber of Commerce and Industry to all participants.

Workshop will Commence with Networking & Breakfast



Registration Link

<https://forms.gle/dZsrWYf1cvg3Ew839>

Beneficiary Name: The Bengal Chamber of Commerce and Industry
Bank Name: Canara Bank
Bank Account Number: 95001010000017 (Current)
IFSC Code: CNRB0019500
BCC&I Address: Royal Exchange, 6 Netaji Subhas Road, Kolkata 700001, West Bengal Kolkata

Scan for payment



Contact

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