



POSH

Training

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Our program aims to delve deep into the gender stereotypes and unconscious biases that may influence workplace behaviour, fostering a culture of equality and fairness.

1. Separating Myths from Realities

Participants will be equipped with the necessary tools to distinguish myths from facts surrounding sexual harassment, enabling them to address issues with clarity and precision.

2. Understanding Perception versus Intention

We will explore the significance of understanding how behaviour is perceived by others, emphasising the importance of respectful communication and the inadvertent impact of unintended harassment.

3. Navigating the Scope of the PoSH Act

We will clarify essential terms within the Prevention of Sexual Harassment (PoSH) Act and their relevance across diverse workplace settings, including remote and digital workspaces.

4. Defining Workplace Boundaries

The definition of 'workplace' within the PoSH framework will be examined, highlighting the inclusion of all professional interactions and environments under the act's purview.

5. Real-Life Scenarios Analysis

Participants will engage in discussions centred around real-life harassment cases, applying PoSH principles to gain insights into a wide range of behaviours and appropriate responses.

6. Encouraging Open Culture

Empowering participants to voice concerns about harassment will be a key focus, emphasising that it is acceptable to remind colleagues when they are crossing boundaries.

7. Establishing a Complaint Mechanism

The process for filing and addressing complaints will be outlined, emphasising the importance of a supportive and confidential system to encourage reporting.

8. Understanding PoSH Investigations

A comprehensive overview of the PoSH investigative steps, from complaint to resolution, will be provided, highlighting the necessity of due diligence and confidentiality.

9. Exploring Roles and Responsibilities

The specific roles and responsibilities of managers within the context of the PoSH Act will be examined, emphasising proactive leadership in preventing harassment.

10. Addressing Malicious Complaints

The handling of complaints made with malicious intent will be discussed, with a focus on understanding the implications and

implementing measures to protect the integrity of all parties involved.

11. Reviewing the Appeal Process

Rights and procedures for appeal post-investigation will be reviewed, ensuring participants understand the grounds for appeal and potential outcomes.

Reach us on -



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