

2. Support with Staff Personal Safety

Enfold supports Corporate Houses and organizations in setting up its safety systems pertaining to personal safety of its staff. It helps organizations formulate and adopt a Prevention of Sexual Harassment Policy, set up an Internal Committee and follow the mandatory and recommended guidelines as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (POSH Act).

Enfold also nominates its senior faculty to be the External Member on the Internal Committee and provides the following services:

- Review, formulate the Prevention of Sexual Harassment Policy
- Provide employee training material on the POSH policy and Act.
- Conduct awareness sessions about sexual harassment at workplaces and its consequences for employees (one session of 90 minutes for about 100 employees every quarter).
- Introduce employees to the Stri Suraksha App - with exhaustive information on rights, laws, safety tips, interventions, prevention of abuse and healing for women.
- Consultation/ advice to the Internal Complaints Committee on an on going basis to ensure adherence to the POSH Policy of the Company and The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.
- Attend regular Committee meetings once every quarter.
- Attend meetings as required when an incident is reported and help in resolving the same.
- Counselling and support to the parties involved in case of a complaint and guidance as and when required.
- Assist in analyzing and putting together the report on all complaints as required for submission to concerned authorities at the end of the year.
- Ensure availability of a senior faculty as External Member in case the deputed person is not available.