

IC Member Training Program

This program aims to empower trainees to become effective external POSH members under the Sexual Harassment of Women (Prevention, Prohibition and Redressal) Act and Rules

Eligibility: Adults with a background of having worked /in the area of gender empowerment or sexual violence

It is an online, ten week, certificate course with mentoring support for a year for a certain number of cases.

Course Content

1. Sexual Harassment of Women (Prevention, Prohibition and Redressal) Act and Rules, Banwari Devi sexual assault case, Vishakha Guidelines
2. Duties and responsibilities of the employee, HR, IC and the Management under the Act, the timelines to be followed for filing a complaint, investigating, reporting and acting on the recommendations of the IC.
3. Drafting customised POSH policies for organisations
4. How to conduct just and fair hearings, and maintain documentation in the event of a complaint being filed under the Sexual Harassment of Women (Prevention, Prohibition and Redressal) Act and Rules.
5. Case discussions covering different scenarios like
 - o Unclear if its sexual harassment/ discrimination/ general harassment
 - o Complaints involving contract-employees
 - o Complaints about incidents outside the workplace
 - o Online harassment
 - o Complaints involving same-sex incidents
 - o When investigation is inconclusive
 - o False complaints
1. Discussion on shame and blame, sexuality and clothing, body language at the workplace
1. Mentoring support - Enfold mentor will be available to handhold the Trainee for a certain number of cases.