

PROGRAM SCHEDULE

DAY 1 - 01st Aug 2025

Time	Sessions	Topic
10.00 to 11.30	Session 1	Inauguration The Genesis - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
11.30 to 11.45	Break	
11.45 to 1.15	Session 2	Gender Issues including Gender Discrimination, Gender Sensitivity and Gender Equality
1.15 to 2.00	Lunch	
2.00 to 3.30	Session 3	a) Concept, Dimensions, and Types of Sexual Harassment at Workplace b) Understanding the concept of Impact vs Intent
3.30 to 3.45	Break	
3.45 to 5.15	Session 4	a) Legal definitions of workplace, employee, employer etc. under the POSH law b) Role of Employer and Employees in preventing Sexual Harassment

DAY 2 - 23rd May 2025

Time	Sessions	Topic
10.00 to 11.30	Session 1	a) Understanding important provisions under the Act like Confidentiality, False and Malicious Complaints b) POSH Compliance
11.30 to 11.45	Break	
11.45 to 1.15	Session 2	a) Writing the Company POSH Policy b) Forming Internal Committee
1.15 to 2.00	Lunch	
2.00 to 3.30	Session 3	a) Being a POSH instructor at your workplace b) The Adult Learning Principles
3.30 to 3.45	Break	
3.45 to 5.15	Session 4	a) Knowledge, Skill, Training requirements, Attitude b) Handling a Difficult Audience c) Creating a POSH session

DAY 3 - 24th May 2025

Time	Sessions	Topic
10.00 to 11.30	Session 1	a) Preventive Authorities - LC/IC b) Who is a District Officer c) Composition of LC/IC d) Responsibilities of the afore mentioned e) What should the Complaint contain? f) Principles of natural justice
11.30 to 11.45	Break	
11.45 to 1.15	Session 2	a) The inquiry process with timelines b) Conciliation and cross-examination c) Recommendations d) Action by management, Punishment and Appeal e) Do's and Don'ts for Internal Committee/ Non-negotiables during the inquiry process
1.15 to 2.00	Lunch	
2.00 to 4.00	Session 3	Assessment for certification - Live presentation by participants and feedback for improvement
4:00 to 4:30	Session 4	Valedictory



Certified POSH Trainer Program Fees

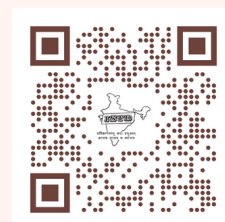
CATEGORY	Fee per Participant	18% GST
Delegates from Industry Academia, Government, R&D Institutions	Rs 12,000/-	Rs 2,160/-
ISTD Individual / Institutional Members & ISTD Diploma Students	Rs 10,000/-	Rs 1,800/-

Group Discount

No. of Participants	Discount %	Fees per Participant (Exclusive of 18% GST)	Total Fees (Exclusive of 18% GST)
3 Participants from same organisation	10%	Rs 10,800/-	Rs 32,400/-
5 Participants from same organisation	15%	Rs 10,200/-	Rs 51,000/-
10 Participants from same organisation	20%	Rs 9,600/-	Rs 96,000/-

PAYMENT LINK:

<https://rzp.io/l/9bM0jnS8t>



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