



THE  
AMBITIONHUB  
Where learning never stops

*The Ambition Hub is a professional certification institute that offers HR certification, Digital Marketing, Soft skills, Business Analytics, Data Analytics, Graphic Design, UI/UX, Spoken English and Personality Development.*

## PREVENTION OF SEXUAL HARASSMENT ( POSH )



*The POSH course unlocks the keys to creating safe and respectful workplaces. From understanding legal frameworks to implementing effective prevention strategies, this comprehensive program empowers you to foster a culture of dignity and equality. Learn to address and prevent sexual harassment, ensuring a harmonious work environment where every employee can thrive.*





## Module 1 Introduction to POSH

### *Overview of Sexual Harassment*

- Definition and types of sexual harassment
- Myths and misconceptions about sexual harassment

### *Importance of POSH training*

- Legal and ethical imperatives
- Impact on individuals and organizations

## Module 2 Legal Framework

### *Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013*

- Key provisions of the Act
- Definition of aggrieved woman, respondent, workplace, etc.



### *Other Relevant Laws*

- Indian Penal Code provisions related to sexual harassment
- International laws and conventions (CEDAW)

## Module 3 Organizational Policy

### *Internal Policies and Procedures*

- Company's POSH policy
- Roles and responsibilities of employees and management

### *Internal Complaints Committee (ICC)*

- Composition and functions of ICC
- Role of ICC in addressing complaints

## Module 4

### Recognizing and Responding to Sexual Harassment

#### *Identifying Sexual Harassment*

- Examples and scenarios
- Impact on victims

#### *Responding to Incidents*

- How to support a victim
- Do's and Don'ts when responding to complaints

## Module 5

### Filing Complaints and Investigation Process

#### *Complaint Filing Procedures*

- Steps to file a complaint
- Confidentiality and anonymity

#### *Investigation and Resolution*

- ICC's role in the investigation
- Timeline and process of investigation
- Possible outcomes and penalties



## Module 6 Preventive Measures

### *Creating a Safe Work Environment*

- Preventive measures and best practices
- Encouraging respectful behavior

### *Awareness Programs*

- Regular training and workshops
- Communication and dissemination of POSH policy

## Module 7 Case Studies and Role Playing

### *Case Studies*

- Real-life examples and their resolutions
- Lessons learned from past cases



### *Role-Playing Exercises*

- Simulated scenarios to practice response and reporting
- Enhancing understanding through interactive learning

## Module 8 Building an Inclusive Culture

### *Promoting Gender Sensitivity*

- Understanding diversity and inclusion
- Strategies for fostering an inclusive workplace

### *Ongoing Efforts*

- Continuous evaluation and improvement of POSH policies
- Engaging leadership in promoting a safe environment

## Module 9 Assessment and Feedback

### *HR Policies and Compliances*

- Quizzes and tests to assess understanding

### *Feedback Mechanism*

- Collecting feedback from participants
- Incorporating feedback into training improvements



## *Certification Courses*



## *Resume Building*

## Duration

- *45 Days*
- *Weekdays and Weekend Batch Available*

## MODE

- *Offline*
- *Online*



# Eligibility Criteria



- *Any Graduate*
- *Any Post Graduate*
- *BBA (HR)*
- *MBA (HR)*



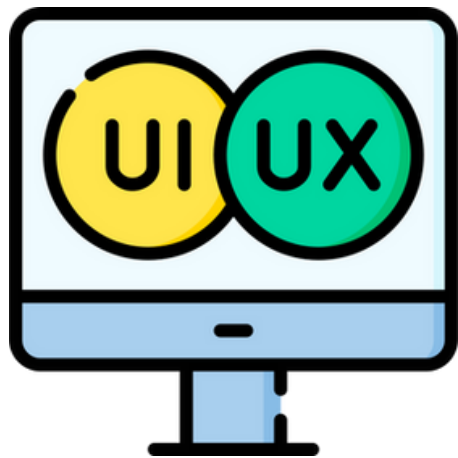
# OPPORTUNITY



- *HR Generalist Executive*
- *HR Recruitment Executive*
- *HR Admin Executive*
- *HR Payroll Executive*
- *HR Generalist Manager*
- *HR Recruitment Manager*
- *HR Payroll Manager*
- *HR Manager*



# OUR OTHER COURSES



*UI / UX  
DESIGNER*



*DIGITAL  
MARKETING*



*SPOKEN  
ENGLISH*



*BUSINESS  
ANALYTICS*



*SOFT SKILLS*

## CONTACTS US



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