

Prevention of Sexual Harassment (POSH)

Diagnostic review, advisory and compliance management



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Corporate India has accepted the new normal, embracing mass remote working. While we have been quick to address issues related to data privacy, client confidentiality and adapting to collaborative tools to support remote working, there are other workplace conduct and safety issues that require our attention. As per Gartner, it is expected that the demand for remote work will increase by 30 percent by 2030*, and we are already witnessing a large percentage of the urban working population, estimated upwards of three million, now working from home (reported in The Economic Times)**. While employees maybe at home, they continue to operate in a 'workplace' and it's time for employers to realise the extension of the workplace and ensure that it remains as safe and free of harassment for its employees.

In India, The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("POSH Act") was enacted with the objective of preventing and protecting women against workplace sexual harassment and to ensure effective redressal of complaints of sexual harassment. Key elements of the POSH ACT include



Applicable jurisdiction

Whole of India



Aggrieved woman

As per the POSH Act, an aggrieved woman, in relation to the workplace, is a woman of any age, whether employed or not, who alleges to have been subjected to any act of sexual harassment



What amounts to sexual harassment

As per the POSH Act, 'sexual harassment' includes any unwelcome, sexually tinted behavior, whether directly or by implication such as:

- Physical contact and advances
- Demand or request for sexual favours
- Making sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature

Every organisation (employing 10 or more employees) needs to set up a grievance redressal forum which includes an Internal Complaints Committee (ICC) at each office and branch, to hear, investigate and redress grievances pertaining to sexual harassment. Failure to do so can lead to fines and cancellation of a business' licence under the POSH Act. The repercussions extent to reputational damage and adverse effects on employee morale and retention.

Contact us today for expert assistance with your POSH policies



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