

Prevention of Sexual Harassment (POSH)

POSH training and sensitisation workshops



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Awareness

Prevention of sexual harassment and training which includes:

- Regular skill building workshops for the ICC and sensitisation that every case should be dealt with sensitivity and ensure principles of natural justice are followed
- Sensitising employees using audio-visual material on what does and does not account to sexual harassment–use of local/regional languages, especially for contract staff
- Use quizzes, infographics, scripted role plays on real life scenarios and panel discussions on POSH
- Educate those in positions of authority to check casual sexism and unconscious bias
- Create awareness on how to file a virtual complaint/whistleblower policy at workplace

Understand pulse of employees by conducting anonymous surveys



Support

- Managers to check in with the team subtly and help in case of uncomfortable situations. This will re-inforce confidence among the employees that the organisation cares for them in these trying times, as well
- Provide helpline support via phone or e-mail to employees by a third-party counselor
- Senior management to set a strong tone at the top, advocating a zero-tolerance policy and at the same time ensuring that complaints with malafide intent are dealt with strict disciplinary action against the complainant to ensure that the policy is not misused



Prevent and protect

- Use technology as an enabler for workplace safety – examples include tracking public transport through GPS, installing CCTVs, etc.
- Conducting background checks of all third-party staff such as drivers, housekeeping staff, bus drivers, security staff before hiring
- Conduct awareness sessions for customers, suppliers, and vendors and enable them to report any unwelcome behaviour with sexual undertones.

Contact us today for expert assistance with your POSH policies



Devesh Uniyal

Partner, CFO Services
Grant Thornton Bharat



Prasenjit Sarkar

Director, Compliance & Outsourcing, CFO Services
Grant Thornton Bharat



Kanika Mahna

Director, Legal and Risk Management
Grant Thornton Bharat





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GTBharat@in.gt.com

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