POSH AWARENESS

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TO BE MINDFUL AT THE WORKPLACE

- CULTURAL SENSITIVITY
- GENDER SENSITIVITY

Myths & Realities – POSH Law

S. No.	Myth	Reality
1.	It is a Women Oriented Law.	It brings gender sensitivity into Workplace.
2.	It is not applicable if the number of employees are less than 10.	It applies to all establishments irrespective of number of employees.
3.	It does not apply if all employees are male/ female.	It applies to all establishments irrespective of gender of employees.
4.	It applies only when a Woman is sexually harassed by a Man	It applies when a Woman is sexually harassed by anyone, regardless of gender of the perpetrator.
5.	It applies when sexual harassment happens at office premises.	It applies when sexual harassment happens at Workplace beyond office premises including virtual

POSH ACT 2013 AIMS AT

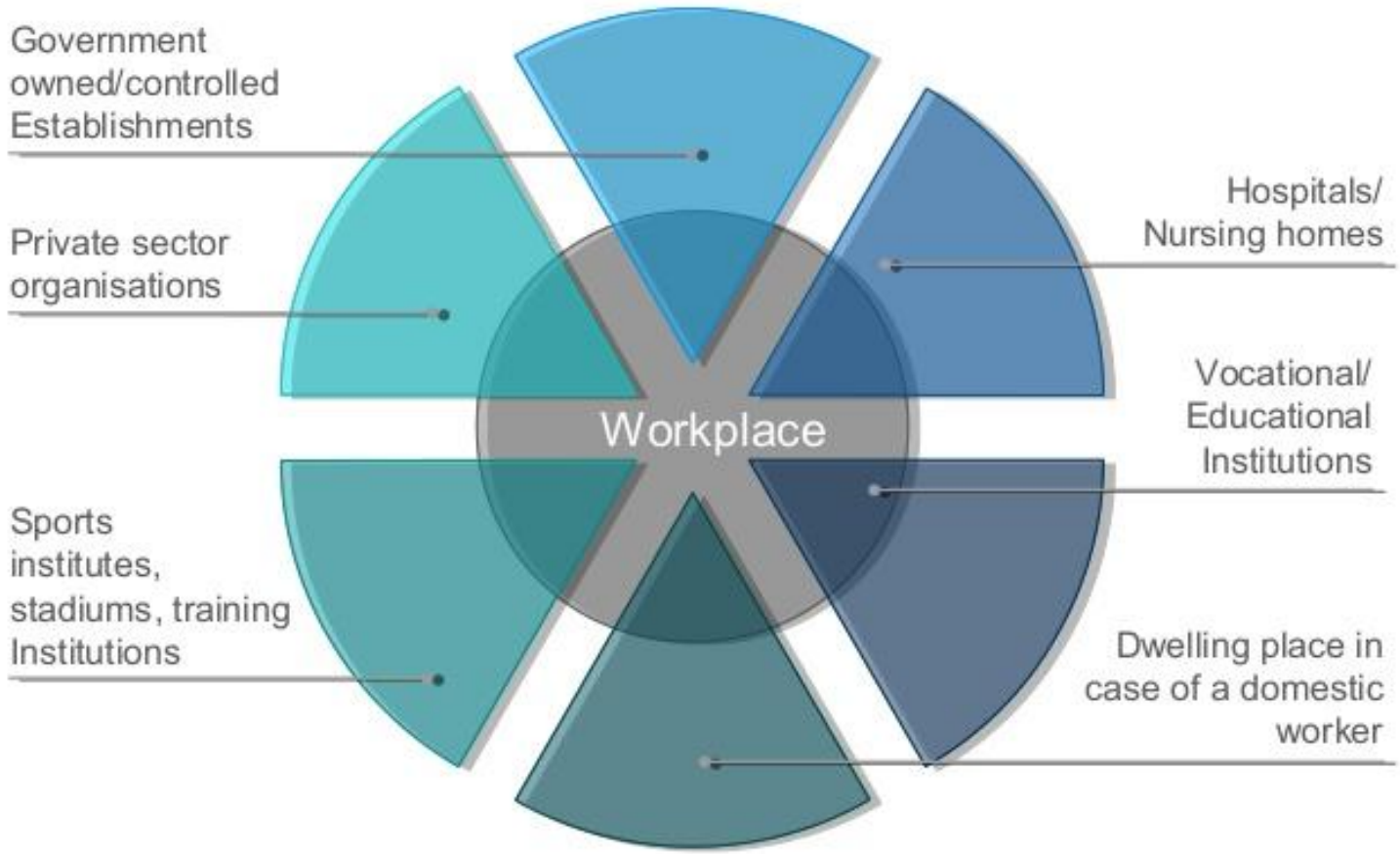
PREVENTION
PROHIBITION
REDRESSAL

POSH VIDEO IN TAMIL

https://www.youtube.com/watch?v=VQ0UTSmjYoM

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The ‘Workplace’





WORK FROM HOME SCENARIO

EXTENDED WORKPLACE

DRESS CODE

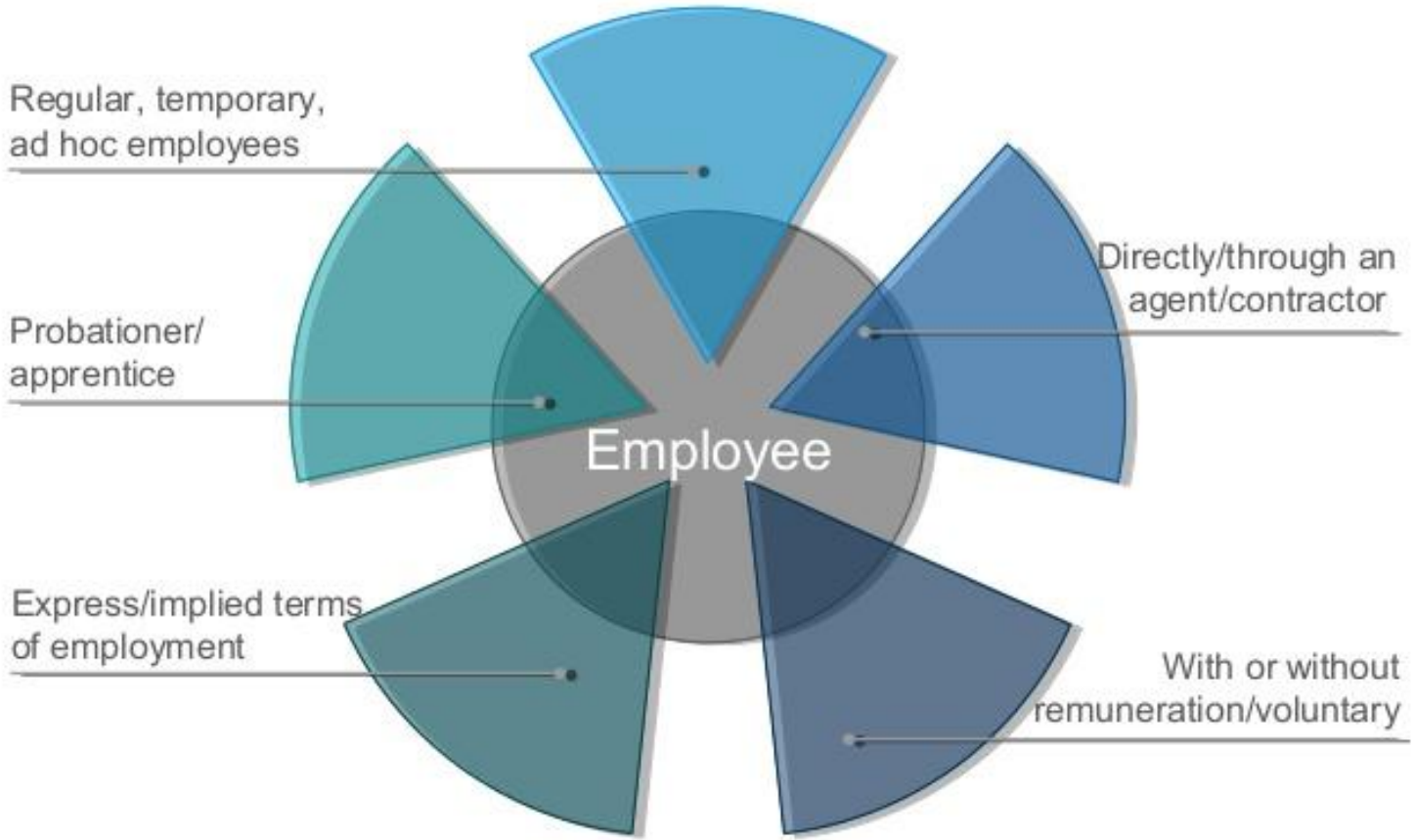
ETIQUETTES TO BE MAINTAINED

LATE HOUR MEETINGS WITH ADVANCE INTIMATION

AVOID PERSONAL CHATS,CONVERSATIONS

VIRTUAL PLATFORM IS MEANT ONLY FOR WORK WHEN REQUIRED

Who is an ‘Employee’ under POSH?



EXAMPLES OF CONDUCT THAT CREATES A HOSTILE ENVIRONMENT

Talking about sex

Telling obscene jokes

Using endearments, crude or offensive language

Unsolicited or unwanted touching of any part of clothing or body or commenting on someone's physical appearance

Talking about /spreading rumours about someone’s sexual orientation or sex life

Showing/ forwarding sexually suggestive pictures, notes, magazines or cartoons. Reels, memes, short videos….

Using sexually suggestive gestures

Staring, cornering, following, blocking the pathway, or stalking

Persistent requests for dates, outings, lunches, dinners etc.

SEXUAL HARRASSMENT – ILL EFFECTS

- Self-blame and guilt;
- Insomnia or other sleep disturbances;
- Depression;
- Anxiety, fear, decreased interest in work;
- Restlessness, uncertainty about future;
- Physical or emotional withdrawal from friends, family and co-workers and so on.
- PTSD

WHAT STEPS CAN EMPLOYEES TAKE TO AVOID SEXUAL HARASSMENT?

Dealing with the harasser upfront

- Do not pretend it did not happen
- Immediately inform the alleged harasser that the behavior is unwelcome
- Demand that the harassment be stopped
- Reinforce your statements with a firm tone and professional body language.

Disturbing messages

- Why is he / she sending such kind of messages late in the night? Sometimes you get such a feeling, right?
- Steps to be taken:
- Stay calm
- Document message by taking a screenshot
- Slightly respond to the message
- Express your objection gently
- Take the help of a confidant
- Report as per guidelines



WHAT STEPS CAN EMPLOYEES TAKE TO AVOID SEXUAL HARASSMENT?

- Other Steps
  - Trust your own instincts about possible danger
  - Discuss it with a close friend or confidant
  - Report sexual harassment to the company's Harassment Redressal Committee.
  - Always be professional.
  - Do not feel compelled to accept behavior that makes you uncomfortable, even if others are willing to tolerate it.
  - Be supportive of people who wish to talk about their being sexually harassed & direct them to the appropriate persons/authorities.

PUNISHMENTS CAN BE :

- Written apology
- Reprimanding
- Warning
- Withholding of promotion
- withholding increments
- deduction of compensation payable, from the salary of the respondent
- terminating from the services
- Carrying out community service and counseling

Punishment for False /Malicious Complaint

- If the complaint is found false/ malicious or false documents are filed, the Committee may recommend for action against the said woman complainant or her witness, in terms of applicable service rules.