

## Prevention of Sexual Harassment at Workplace: An Advance Awareness & Training Program

**COURSE DESCRIPTION:** This Course will teach you in easy steps on how to prevent, prohibit and redress an act of sexual harassment at your workplace. You do not need to hire expensive Attorneys and could use this User-Friendly and easy-to-understand manual to do it on your own. This course is must for all law students, women employees, all employees of organized and unorganized sectors, lawyers, Business Owners, In-House Counsels or anyone interested in protecting someone from sexual harassment at workplace through his/ her efforts.



### COURSE CONTENT:

#### Module 1 – Introduction

- What amounts to Sexual Harassment at workplace?
- Prevalence of Sexual Harassment
- Effects of Sexual Harassment at workplace
- 10 Case Studies & examples of Sexual Harassment

[Online Test: Multiple Choice Questions](#)

#### Module 2 – POSH Act

- Background of the Act
- Salient features of the Act
- Implementation of the Act
- Legal Obligation of the Employer under POSH

[Online Test: Multiple Choice Questions](#)

#### Module 3 – INTERNAL COMPLAINTS COMMITTEE (ICC)

- Constitution of ICC
- Enquiry under ICC

- Sensitization of workers
- Settlement of cases under POSH: How can Sexual Harassment be settled amicably?

[Online Test: Multiple Choice Questions](#)

#### Module 4 – LOCAL COMPLAINTS COMMITTEE (LCC)

- Constitution of LCC
- Enquiry under LCC
- Model Organizational Policy on Prevention of Sexual Harassment at work place

[Online Test: Multiple Choice Questions](#)

#### Module 5 – Penal Code

- Penal Provisions under the POSH Act
- Consequences for committing Sexual Harassment at work place under the Indian Penal Code

[Online Test: Multiple Choice Questions](#)