



Centre for Organization Development
Consulting • Training • Research

POSH & WORKPLACE COMPLIANCE TRAINING FOR IC MEMBERS

Building Compliant, Respectful, and Inclusive Work Environments



DEC 3-4, 2026

Venue: COD-Hyderabad



Professional Fees:
Residential: Rs.16,000/-
Non-Residential: Rs.14,000/-

OBJECTIVES

- To build awareness of the POSH Act, 2013 and its significance in creating safe and inclusive workplaces.
- To explore the legal and procedural compliance requirements mandated under the Act
- To provide in-depth understanding of the role, responsibilities, and functioning of the Internal Committee, including its conciliation and enquiry mechanisms.
- To equip Internal Committee members with end-to-end capabilities for handling
- POSH cases—from complaint intake to report preparation—in alignment with statutory obligations.

TRAINING MODULES

- Sexual Harassment and Gender Discrimination
- Dimensions and types of SHWP
- Prevention of SHWP
- Visakha Guidelines and other important judicial pronouncements
- SHWWO(PPR)ACT2013
 - Relevant Provisions
 - Position and Role and Responsibilities of Internal Committee
 - Fair Procedure of Conciliation and Enquiry through mock process
 - Report Writing and Preparation of Annual Reports

TARGET PARTICIPANTS

All the existing and prospective Internal Committee Members

METHODOLOGY

Facilitate experiential learning through interactive sessions, which are organized around case studies, Role Plays, group activities, discussions etc.

This program can also be customized to meet the specific needs of your organization, upon request.