



Creating a Safe, Healthy & Empowering Workplace

UX Design • Product Development • DevOps • Data Science • Software Testing

Prevention of Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013

Introduction to the Policy

1. To understand the law
2. Define sexual harassment and its Types
3. To understand preventive measures in maintaining a harassment-free work environment
4. Explanation of the Internal Complaint Committee process.
5. Building awareness

The Act

Prevention of Sexual Harassment of Women at Workplace (Prevention, Prohibition and redressal) Act 2013, is a legislative Act in India that seeks to protect women from sexual harassment at workplace.

The law applies to women harassed at workplace including women working as domestic help, daily wagers, temporary or permanent, full-time or part-time, as well as volunteers. The women may or maynot be employed and can be of any age. The law is applicable to women only.

What would be considered sexual harassment under POSH?

Demand or request for sexual favours

Physical contact and advances

Making sexually colored remarks

Any other unwelcome physical, verbal gestures or showing pornography

Humiliating treatment likely to affect her health

Sexual Harassment under POSH (cont..)

- Interference with her work or creating a hostile or offensive or intimidating work environment
- Promising preferential treatment.
- The threat of detrimental treatment.
- Threatening the present or future employment status.

Mythbusters

- Most sexual harassment instances are just harmless flirting.
- Women who say 'no' actually mean 'yes.'
- It doesn't happen to respectable women.
- Successful, senior and respected men do not harass women.
- Some women 'ask' to be harassed by dressing or acting provocatively.
- Talking about one's sexual exploits at work in a graphic way is not sexual harassment.

Mythbusters (cont..)

- People harass others because they are sexually attracted to them.
- Any place the aggrieved woman or respondent visits during the course of their employment for business, social engagement on behalf of Coditas, or team recreation during or after office hours including weekends. This is not included in the definition of workplace, under POSH.
- Illicit remarks on women housekeeping staff is not considered sexual harassment
- All harassers hold a senior position over their victims.
- Harmless staring/stalking doesn't constitute as sexual harassment

It Can Happen to Anyone



Types of Harassment

- Quid Pro Quo (This for That)

When employment decisions (hiring, promotions, salary hike, shifts. Assignments etc) are based on associate's willingness to grant or deny sexual favours

- Hostile Environments

When unwelcome verbal, non-verbal or physical behavior focusing on sexuality is severe and pervasive enough to interfere with the victim's work performance or be intimidating or offensive to a reasonable person.

Things to Watch Out for



Disciplining or Firing an associate who ends a romance



Changing work standards after a subordinate declines repeated date requests



Demanding/Expecting/asking for sexual favours in barter to employment

Things to Watch Out for

Verbal

- ◉ Catcalls/Whistle, any form of address like “baby, doll” etc

- ◉ Sexual jokes/discussions.
Asking/comments about one’s fantasies, preferences, history etc

- ◉ Remarks on physical attributes

- ◉ Sexual demeaning comments

Things to Watch Out for

Non-Verbal

- ⦿ Staring/looking/
stalking/following

- ⦿ Blocking
someone's
path/movement

- ⦿ Displaying suggestive
visuals/screensavers

- ⦿ Brushing/Touching/
grabbing etc

- ⦿ Giving personal
gifts

- ⦿ Sexual
gestures

Role of ICC



Incident Reporting

Incident may be reported by aggrieved woman, manager or witness to ICC

ICC submits the findings to Disciplinary Authority/employer.
Confidentiality is of utmost importance.

Complaint is accepted by ICC only in writing and signed by aggrieved woman within 90 days of the last incident (in case of multiple incidents) in 6 copies

Employer/Disciplinary Authority must act within 60 days of receipt of recommendation from ICC.

Rights Of Respondent

- Conciliation can happen if the aggrieved woman is fully ready to do so.
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- The inquiry should be made according to POSH Act.
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- The respondent has the right to be heard.
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- In case of a false or malicious complaint, the accused has a right to seek action against the complainant.
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- Lawyers cannot be involved in the ICC inquiry.

Consequences

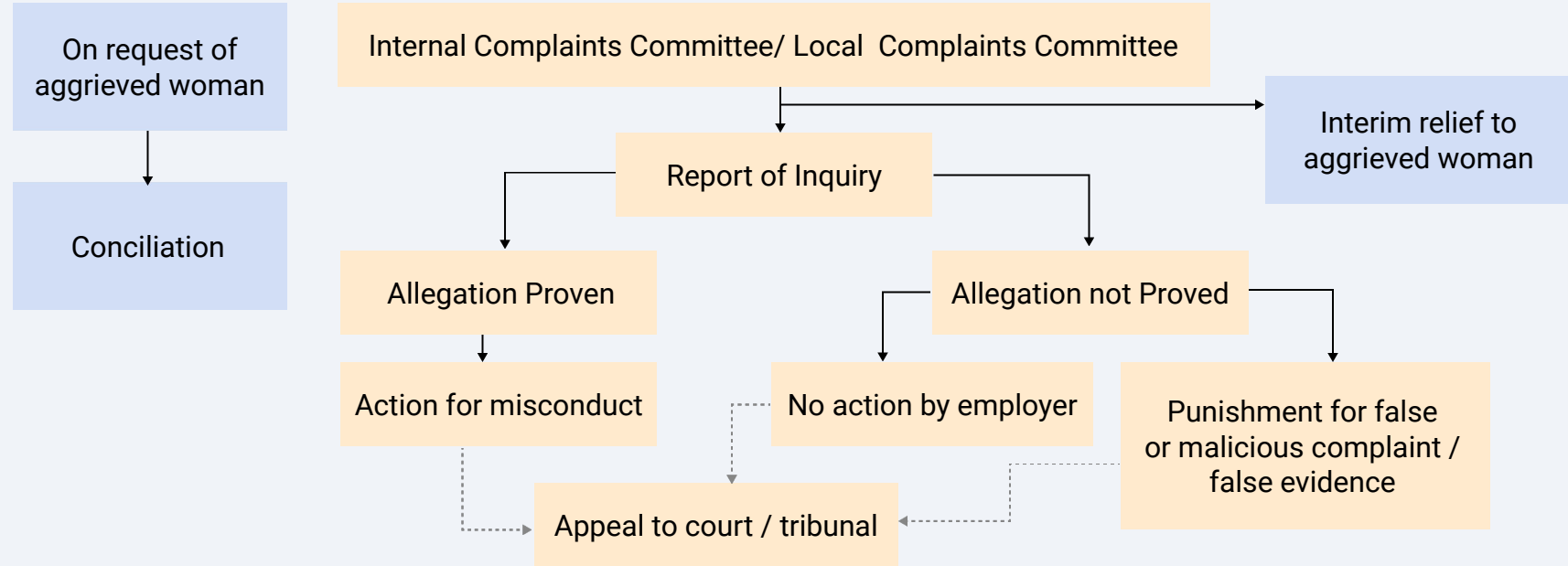
Based on severity/impact/loss the victim encounters, the ICC Committee, upon investigation takes subsequent disciplinary action

- Written apology
- Deduction in salary
- Demotion
- Canceling increment

- Termination
- Correction method
- Any action suggested by the Code of Conduct

Procedure to be Followed

Incident of sexual harassment



Responsibilities of the Organization

- ④ Formation of Internal Complaints Committee (ICC) and awareness.
- ④ Practicing zero tolerance policy.
- ④ Conducting periodic sensitization of all employees.
- ④ Promoting gender equality, diversity, and inclusion.

POSH : Summarized

POSH Act aims to foster a safe and secure working environment for women by preventing, prohibiting and redressing sexual harassment instances at workplace.

Coditas has a ICC committee formed in-line with the POSH Act. We have periodic sensitization sessions and committee names are published to everyone.

POSH Act takes action into consideration and not the intent.

Any unwelcomed act or behaviour, direct or implied, that is sexually coloured and is verbal or non-verbal, qualifies for sexual harassment.

Coditas practices a zero tolerance policy. The aggrieved woman or anyone who witnesses, can report the instance to the ICC committee. We discourage any other form of casual conversations, misleading information or participation in public allegations.

POSH Committee Members

ICC Members	Email ID	Location
Varun Elavia	varun.elavia@coditas.com	Gaia/Bhairav
Jasleen Bagga	jasleen.bagga@coditas.com	
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Contact POSH committee

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Thank you !

