



**KERALA STATE  
PRODUCTIVITY COUNCIL**  
Productivity House, HMT Road, Kalamassery-683 104  
Phone:0484-2555526/ 8547897526



# ONE DAY WORKSHOP ON SEXUAL HARASSMENT OF WOMEN AT WORKPLACE – POSH ACT

**DATE: 29 MAY 2026**

AT PRODUCTIVITY HOUSE TIME: 9.30 AM-4.30 PM

## INTRODUCTION

POSH Act training is a mandatory requirement for all workplaces to prevent sexual harassment and ensure compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. It is the statutory responsibility of the employer to arrange Awareness programme for the employees and Orientation programme for the Internal Committee members. The Workshop aims to educate Internal committee members on various legal and procedural aspects of conducting the inquiry. It also helps employees to understand on what constitutes sexual harassment, their rights to report and address such incidents. The various statutory responsibilities of the employer under the Act and the proposed amendments in the POSH Act will be discussed in the Workshop.

## COVERAGE

- Section by section analysis and interpretation of POSH Act 2013.
- Supreme Court and high courts guidelines in conducting the enquiry and imposing punishments.
- Relevant Examples and Case Studies will be presented to familiarise salient features of the act.
- Precautions to be taken while preparing the investigation report.

## GENERAL

- Well prepared course material will be supplied.
- Lunch & refreshments will be served.
- Participation certificate will be issued.

**LAST DATE FOR  
NOMINATIONS : 27-05-2026**



## RESOURCE PERSON

**MR. VARKIACHAN  
PETTAH**  
Principal Consultant  
(HR & IR) KSPC

## CASE STUDY PRESENTATION

Landmark judgments of the Supreme Court and the various High Courts Will be presented as important case study. This will help the participants to understand the important guidelines of Supreme Court in deciding the sexual harassment cases.

## FEE PER PARTICIPANT

- Members of KSPC – Rs.2,000/-
- Non-members – Rs.2,200/-
- GST @ 18% Extra

Special discount of 10% will be offered, if 2 or more nominations from the same organization.

## WHO SHOULD ATTEND?

Internal Committee members/External committee member aspirants, HR Managers, Executives & Staff of Personnel Department, Production and other Functional Managers and Executives, All category of Women Employees.

## FOR ASSISTANCE

Phone: 0484-2555526,  
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## REGISTER NOW

Link for Registration:  
[https://www.kspconline.com/  
programmes/details/695](https://www.kspconline.com/programmes/details/695)