



P/ PRABHAVEE

Partner for Social Impact

Empowering Sustainable Progress Through Strategic Capacity Building

Registered with the Ministry of Women & Child Development, Government of India
Empanelled with the New Delhi Institute of Management

CONCEPT NOTE & AGENDA

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

Safe Workplaces by Design: A Leadership Imperative in Risk Governance:

A Mid-Year PoSH Review Consultation & Training

17 July 2026 | 2:00 PM TO 5:00 PM (IST) | Online

Context

Over a decade since the enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, organisations have made significant progress in implementing policy and procedures as per the statutory mandate. Yet, implementation gaps, inconsistent Internal Committee (IC) practices, and low reporting confidence continue to expose organisations to legal, reputational, and cultural risks.

Mid-year presents a critical checkpoint not just to review compliance status, but to reflect and re-strategise to strengthen institutional mechanisms, and align workplace conduct with evolving expectations of dignity, equity, and accountability.

With ongoing workplace violations reported daily and evolving jurisprudence and critical observations made by the court, organisations must demonstrate not just compliance, but credibility and consistency in practice. This session positions prevention of sexual harassment of women at the workplace as a core component of organisational risk governance and leadership accountability—critical to building safe, inclusive, and resilient workplaces.

About the Workshop

P/ PRABHAVEE is organising “**Safe Workplaces by Design: A Leadership Imperative in Risk Governance - a Mid-Year PoSH Review Consultation & Training**”, a high-impact **consultation-style workshop** designed to move beyond awareness-led training toward capability building, risk identification, and decision-making excellence. This is not just a compliance training; it is a **strategic review & capability-building intervention**—because safe workplaces are not created by policy alone, they are **designed through leadership, systems, and accountability**.

P/ PRABHAVEE
Independent Social Impact Management Consultancy
Human Rights and Responsible Business
anumita@prabhaveree.org | (+91) 8800445742
Based in: Delhi | Pan-India



Positioned as a mid-year PoSH review, the sessions enable participants to test their organisational approach, engage with different workplace scenarios, and build practical competence in handling complaints, conducting inquiries, and strengthening workplace culture.

This is a timely opportunity for companies and organisations governed by The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act, 2013) to plan and participate in compliance training and IC Capacity Building, which is mandatory under the statute, build foundational awareness for the employees and managers, and enable organisations to establish systems from the very inception. This early to mid-year training will support practitioners, advisors, and internal committee members to evaluate, reflect, and seek clarity on roles, responsibilities, and procedures, and also appoint a competent and independent External Member as per the requirements laid down under the Act.

Who should attend:

- Lawyers and In-house Counsels
- HR, People & Culture professionals
- Learning & Development leaders
- Internal Committee (IC) members and external members
- Representatives of NGOs, CSOs, and gender justice practitioners
- Senior leadership and management teams
- Aspiring PoSH practitioners and consultants
- Anyone committed to strengthening workplace dignity and accountability

Learning Objectives:

1. **Mid-Year compliance review:** Identify gaps in policy, process, and IC functioning.
2. **Legal understanding:** Interpret the law through real scenarios, including grey areas (power dynamics, digital conduct, consent).
3. **IC capability strengthening:** Build clarity on the approach to inquiry procedures, documentation, and building consensus.
4. **Handle cases with confidence: Engage in simulations and role-plays** to navigate complex complaints with neutrality.
5. **Risk and Governance Lens:** Understand PoSH as a Boardroom and leadership priority, linked to organisational risk and reputation.

Methodology:

- Scenario-led learning for Group discussion
- Case Studies for reflective practice



- Interactive tools (Mentimeter, Polls, Role play simulations)
- Peer learning and cross-sector perspectives
- Audio-visual

Key Outcomes:

By the end of the session, the participants will be able to:

1. Assess organisational readiness for a mid-year PoSH implementation
2. Conduct fair and legally compliant inquiries
3. Handle sensitive conversations and workplace situations with greater confidence
4. Devise a clear action roadmap for the next 90 days

Agenda

SL. No.	Session Details	Time	Duration
1	Opening & setting the context Interactive Method: Mentimeter	2:00 PM TO 2:10 PM	10 Mins
2	Expert Session: Facilitated Dialogue with Advocate Suruchi Kumar, Chambers of Suruchi Kumar, Labour and Employment Law Expert	2:10 PM TO 2:45 PM	35 Mins
3	Module 1: Refresher through scenario: Foundations of PoSH Law Objective: To reflect on the legal provisions and apply them in different contexts and situations. E.g. <ul style="list-style-type: none"> ● What constitutes sexual harassment (with examples) ● Workplace definition (remote work, off-sites, digital spaces) ● Employee rights & employer duties Interactive Method:	2:45 PM TO 3:15 PM	30 Mins



	<ul style="list-style-type: none"> a. Lecture: 10 Mins b. Mentimeter: 5 Mins c. 1 Case study - Group discussion - 15 Mins 		
4	<p>Module 2: PoSH in Grey Zone</p> <p>Objective:</p> <p>Build a deeper understanding of ambiguous situations by exercising your judgment based on the legal interpretation of provisions of the Act and observations made by the judiciary. Learn how to use different standards when dealing with complaints and evidence in cases of sexual harassment at the workplace. Cases of sexual harassment are controversial. Strengthen the practice of self-awareness and the use of common judgment. Evaluate contexts and situations with confidence, such as:</p> <ul style="list-style-type: none"> ● Friendly behaviour vs unwelcome conduct ● Senior-junior power dynamics ● Consensual relationship turned complaint ● Digital harassment (late-night messages, emojis, tone) <p>Interactive Method:</p> <ul style="list-style-type: none"> a. Lecture: (15 Min) b. Activity 1: (20 Mins) <ul style="list-style-type: none"> - Group Discussion: Reflections with a focus on legal and behavioral lenses c. Activity 2: (20 Mins) <p>Group Reflection:</p> <ul style="list-style-type: none"> - Scenario-based (audio-visual) - Mentimeter 	3:15 PM TO 4:00 PM	45 Mins
5	<p>Module 3: Internal Committee in action: Compliance & Process</p> <ul style="list-style-type: none"> ● Who and How to file a Complaint with IC, timelines 	4:00 PM TO 4:20 PM	20 Mins



	<ul style="list-style-type: none"> • Conciliation under the Act • IC role, timelines • Critical mandates: Confidentiality, Principle of Natural Justice • Power of Internal Committee (IC) • External Member of the Internal Committee of PoSH <p>Interactive Method:</p> <ul style="list-style-type: none"> • Lecture: 15 Mins • Q&A: 5 Mins 		
6	<p>Module 4: Role Play: Inquiry in Practice</p> <p>Objective: Build confidence in handling real complaints</p> <p>Format: Case study presentation with reflective question</p> <ul style="list-style-type: none"> • IC Member • External Member of IC 	4:20 PM TO 4:40 PM	20 Mins
7	Live Assessment / Evaluation	4:40 PM TO 4:55 PM	15 Mins
8	<p>Mid-Year Compliance Reset & Close</p> <p>Q&A & Workshop Takeaways</p>	4:55 PM to 5:00 PM	5 Mins

About the Organiser:

P/ PRABHAVEE, founded and led by lawyer Anumita Sarkar, is a Delhi-based Independent Social Impact Management Consultancy– a Strategy Consulting Practice, which focuses on Business and Human Rights, Responsible Supply Chains, Human Rights Due Diligence, Labor Rights and Corporate Accountability. P/ PRABHAVEE collaborates with diverse stakeholders on evidence-based research, provides strategic advisory and guidance, organises multi-stakeholder initiatives, consultations, training, and capacity building.

P/ PRABHAVEE has engaged in strategic consulting with nearly 20 CSOs, NGOs, Social impact start-ups, including mid to established, and engaged with close to 40 organisations. It has trained over 1,000 individuals and collaborated with more than 100 experts across the social sector, academia, and public policy. P/ PRABHAVEE contributes to global standard-setting and policy processes, including regular participation in GRI standards development consultations, submissions to the UN Working Group on Business and Human



P/ PRABHAVEE

Partner for Social Impact

Empowering Sustainable Progress Through Strategic Capacity Building

Registered with the Ministry of Women & Child Development, Government of India

Empanelled with the New Delhi Institute of Management

Rights, and pre-consultations with UNDP for Annual UNRBHR Forums. Its recent engagements include inputs on the EU Forced Labour Regulations, alongside contributions to a range of national and international policy and stakeholder consultations, and a 2-day in-person Workshop on Corporate Accountability, Human Rights and Business Journalism in collaboration with Jindal School of Journalism and Communication, O.P. Jindal Global University.

P/ PRABHAVEE designs and facilitates capacity-building workshops and multi-stakeholder dialogues, and delivers compliance training for corporates. Its mission is to serve as a trusted strategic partner, enabling businesses to embed responsible practices and human rights commitments at the core of decision-making. It seeks to equip companies, businesses, including MSMEs and SMEs, Brands, and Suppliers, with insights, recommendations, leadership strategies, capacity-building, and training they need to build lasting impact—helping them strengthen institutional capacity, governance, and partnerships.

...XXX...