



# NIRATHANKA

Since 2007

Regd. under Sec. 80G of I.T.

Reg. No. NGB-4-00018-2007-08

## Non Governmental Organisation



**NGO /  
Trust /  
Society**

### NIRATHANKA

Nirathanka is a Non-Governmental Organisation with a registered office in Bengaluru. Nirathanka has been founded by a young Professional Social Worker with the objective of extending the services to the weaker section of the society. Today, the organisation is extended its scope of services in the areas of education, health care, youth skill development, food security, and livelihood training. From the last 10 years, Nirathanka providing services of deputing expert external members for Internal Committees under PoSH law for more than 50 organizations across India.



**15+**  
YEARS

**50+**  
CLIENTS

**5000+**  
PEOPLE TRAINED

CALL US FOR MORE INFO



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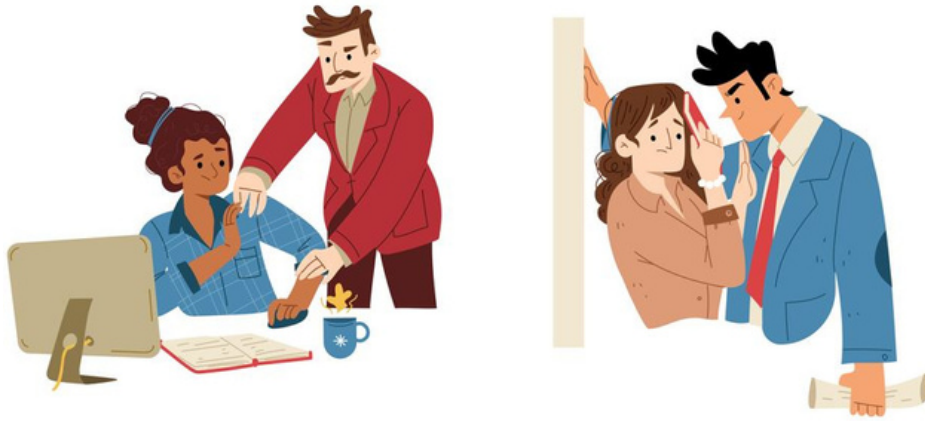
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# SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 ("POSH ACT")



Even though the concept of sexual harassment is as old as the history of mankind, its implication at the work place has received attention in recent times. In fact until the verdict in Vishaka Vs. State of Rajasthan (1997) case by the Supreme Court of India in 1997, there were no official guidelines to deal with the subject. Thereafter the central government has enacted Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, under which the employer is duty bound to protect the women at workplace.

## **Applicability**

The POSH Act is applicable to every workplace, establishment, company or organization employing 10 or more employees (full time, part time, interns or consultants included). Employee means both men and female.

## **What type of actions constitute Sexual Harassment at Workplace**

- Demanding or requesting for sexual favours
- Making physical contact or advancement
- Passing sexually coloured comment/remarks
- Showing pornography etc.

## **Challenges faced by the organization in POSH Act**

- Bifurcate difference between harassment and sexual harassment
- Cumbersome training
- Equipped investigation committee
- Gender-neutral policies
- Lack of knowledge
- Tarnishing the reputation
- Vague and Incorrect annual reporting leading to confidentiality issues

## Steps for implementation of POSH effectively at your organization

- Appointment of external members on IC committee
- Constitution of Internal Complaint Committee ('ICC')
- Draft an Anti-Sexual Harassment Policy
- File annual report on POSH compliance before appropriate authority
- Training/ orientation/workshops programs for employees to create awareness about POSH Act

## What happen if your organization failed to complaint with POSH Act?

- Cancellation of business license
- Non- compliance of POSH Act can attract monetary penalty
- Reputational & goodwill damages of the organization
- The penalty can be increase based on severalty of the offence.

## How we can assist you

We have expertise, qualified professional, knowledgeable team and our entire focus on POSH compliance and effective implementation of the POSH act at your organization. We safeguard our clients interest related to POSH compliance issues.

## Our Offerings

- Drafting of PoSH Policy as per client requirement
- PoSH Policy preparation and implementation.
- Formation of IC under PoSH law.
- PoSH awareness programme for employees.
- PoSH training programme for IC.
- Empanelment of external members on IC committee.
- Conducting skill building workshop for all members of the IC Committee to apprise them of new techniques, methods of investigation and best practices.
- Conducting orientation training for employees, third party, vendors etc.
- Set up of grievance redressal box / complaint box at workplace.
- Proactive risk assessment by assessing trends / patterns of sexual harassment at workplace and assessing risks which organization faces.
- Annual review of policy to ensure that policy is updated with changing culture and legal scenario.
- Investigation and advisory pertaining to sexual harassment at workplace.
- Filing of annual legal compliance report before appropriate authority.
- Preparation of minutes of board meeting / board report.

## OUR CLIENTS

- Acuprint Systems
- Allied International Shared Services Pvt. Ltd
- Aster Medispro Pvt Ltd,
- Brady Company India Pvt. Ltd.
- Cataler India Auto Parts Pvt. Ltd.,
- Comer Industries India Pvt. Ltd
- C&A Sourcing International Limited
- Debit & Credit Services
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- Focus Edumatics Pvt Ltd & Scribe EMR systems Pvt Ltd - Mohua Sen
- Frausher Sensor Technology India Pvt. Ltd
- Garuda Polyflex Foods Pvt Ltd, Jigani
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- Laurus Infosystems (India) Pvt. Ltd
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- Mag Engineering (Sandhar Technologies)
- Marmoon Food & Beverage
- Motherson Automotive Technologies & Engineering
- Majmudar & Partners, International Lawyers / MBB Labs Private Ltd (Majmudar)
- Mindtek India
- Niovue Technologies India Pvt. Ltd
- OneIndia BSC Private Limited
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- Sandhar Automotives (Bommasandra)
- Sandhar Components (Attibele)
- Sandhar - Hosur Plant
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- Solize India Technologies Pvt. Ltd
- Surgical Sutures (Healthium)
- Suretex Prophylactics (India) Pvt Ltd, Jigani
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- Triveni Aeronautics Pvt Ltd
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