

Nawal Foundation

# Workplace Dignity is the Law: POSH Implementation & Capacity Building”



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law

# WHY POSH MATTERS

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) is not merely a legal formality – it is a statutory mandate rooted in constitutional guarantees of equality, dignity, and safe working conditions.

Workplace sexual harassment:

- Violates fundamental rights under Articles 14, 15, and 21 of the Constitution of India
- Damages organisational credibility
- Reduces productivity and morale
- Exposes institutions to severe legal and reputational consequences

POSH matters because silence, ignorance, or superficial compliance is no longer defensible.

A safe workplace is not optional. It is the law.

# Why is POSH essential for your organisation

Every organisation employing 10 or more persons is legally obligated to:

- Constitute an Internal Committee (IC)
- Conduct regular awareness programmes
- Train IC members
- Draft and implement a POSH policy
- Submit annual compliance reports

Non-compliance may result in:

- Monetary penalties
- Cancellation of licenses
- Legal liability for management
- Reputational damage

Beyond compliance, POSH implementation:

- Strengthens institutional governance
- Promotes gender-sensitive leadership
- Enhances employee trust and retention
- Demonstrates ethical corporate responsibility

An organisation that prioritises POSH signals that it values dignity over damage control.



# About Nawal Foundation

Nawal Foundation is a non-governmental organisation working in the field of women and child rights since 2014.

For over a decade, we have:

- Conducted legal awareness camps
- Organised workshops in schools, colleges, and community centres
- Delivered lectures at Anganwadi centres and educational institutions
- Worked extensively on rights-based education

Today, we are actively engaged in the structured implementation of POSH law across institutions and workplaces.

Our approach combines:

- Posh act compliance and advisory with legal precision
- Practical implementation strategies
- Sensitisation with accountability
- Preventive education with corrective mechanisms

We do not believe in token compliance. We build systems.

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# Our workshop services



- ✓ Awareness and sensitization workshops
- ✓ Policy drafting and review
- ✓ Internal Complaints Committee Support
- ✓ Annual compliance and reporting



# Our workshop objectives

## Module A- Employee Awareness

- 1 Explain what constitutes sexual harassment
- 2 Clarify employee rights and responsibilities
- 3 Promote respectful workplace culture
- 4 Encourage safe reporting

## Module B- Manager and HR Sensitization

- 1 Employer Obligation
- 2 Handling complaints responsibly
- 3 Documentation protocols
- 4 Preventing retaliation

# Why choose us

Expertise in women & child rights since 2014

- ✓ Grassroots + institutional experience
- ✓ Legally sound, practical training modules
- ✓ Context-specific customisation
- ✓ Post-training implementation support
- ✓ Focus on prevention, not just redressal

We understand both the law and the human dimension behind it.

## Key Benefits:



**Legal Expertise**



**Real Case Simulations**



**Corporate sensitive approach**



**Confidential and Professional**

**Our training is not theoretical. It is actionable!**

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# What your organisation receives

When you partner with Nawal Foundation, your organisation gains:

- ✓ A legally compliant POSH framework
- ✓ A trained and confident Internal Committee
- ✓ Reduced legal vulnerability
- ✓ Structured reporting mechanisms
- ✓ Improved workplace culture
- ✓ Documentation templates and procedural clarity
- ✓ Enhanced employee trust

**Compliance becomes structured, measurable, and defensible.**

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# Impact and outcome

Increased awareness and early reporting

Reduction in workplace hostility

Transparent inquiry processes

Stronger grievance redressal mechanisms

Safer and more inclusive work environment

Long term institutional credibility

**A sensitized organization is a respected organization.**

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## Dr. Arrpita Kapoor: A Legal Authority in Women and Child Rights

Arrpita Kapoor is a distinguished legal expert specializing in women and children's rights. She has been appointed as an external member of the Internal Complaints Committee (ICC) for various government and private organizations. With a proven track record, she has successfully resolved cases involving senior public and private sector employees. Her dedication to the effective implementation and compliance of the Prevention of Sexual Harassment (POSH) Act has greatly benefited numerous organizations.

### # Curated Workshops on POSH Law

All of our workshops are meticulously crafted with consideration of the sociological, psychological, and legal implications of POSH Law. Each session aims to assist both employees and employers in meeting the requirements while fostering a positive and enriching environment. These workshops are developed under the expert guidance of our founder and general secretary, Dr. Kapoor.



# Nawal Foundation

***A new beginning for a brighter tomorrow!***



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