



# Is Your Organization Compliant & Safe for All?

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Discover the Power of

# POSH ASSESSMENTS



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# POSH COMPLIANCE FOR EVERYONE

## Key Facts

- ▶ In India, **POSH laws** are designed to protect all employees from workplace sexual harassment, regardless of **gender**, however initially it focused on safeguarding women.
- ▶ The **POST Act** now mandates the creation of an **Internal Complaints Committee (ICC)** to address and manage complaints, ensuring a safer & more inclusive work environment for everyone.



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# POSH NON-COMPLIANCE

## The Risks You Can't Afford

Failure to comply with **POSH laws** carries serious repercussions, including:

- ▶ Monetary penalties up to **₹1,00,000**
- ▶ Cancellation of **Business licenses**
- ▶ **Reputational** damage
- ▶ Loss of **Government contracts**
- ▶ Legal action against the **Employer**



# WHY POSH ASSESSMENT MATTERS?

## Objectives

- ▶ **Compliance with Legal Requirements:** Ensure your organization meets legal requirements, stays updated & adheres to POSH Act regulations.
- ▶ **Organization Cultural Assessment:** Evaluates company's culture aligns with the principles of safety and respect in workplace.
- ▶ **Employee Well-being:** Prioritizes mental & emotional safety and encourages an open environment where employees feel safe.
- ▶ **Promoting a Safe and Respectful Workplace:** Establishes a zero-tolerance policy towards harassment & builds trust among employees.
- ▶ **Awareness & Prevention:** Equip employees with essential knowledge about harassment and reporting mechanism to foster a positive work environment.



# HOW WE CONDUCT POSH ASSESSMENTS

## Our Methodology

- ▶ **Policy Awareness:** Evaluates employee understanding of the company's POSH policies & Assesses how well employees are informed about their rights and responsibilities.
- ▶ **Compliance Procedure:** Ensure if employees are familiar with the steps to report harassment incidents & understanding of the Internal Complaints Committee (ICC) role.
- ▶ **Situation-Based Awareness Questions:** Tests employee responses to real-life scenarios related to workplace harassment & assess practical understanding of how to react and report in specific situations.



# WHAT YOU'LL ACHIEVE

## Key Outcomes

- ▶ **Gap Analysis:** Pinpoint deficiencies in your current POSH framework and receive actionable recommendations.
- ▶ **Action Plan:** Receive a customized plan to address identified gaps with clear timelines and responsibilities.
- ▶ **Reporting:** Access detailed reports outlining findings, recommendations, and steps for improvement.



# IMPORTANCE OF REGULAR ASSESSMENTS

## Why Regular Assessments?

- ▶ **Continuous Improvement:** Keep your POSH policies and practices current and effective
- ▶ **Legal Compliance:** Avoid penalties by adhering to evolving laws and regulations.
- ▶ **Enhanced Workplace Culture:** Promote a respectful, safe, and productive work environment, leading to better employee satisfaction and retention.





# TAKE ACTION TODAY!



## Ensure a Safe & Respectful Workplace...

Contact Us to Schedule Your

# POSH ASSESSMENT

and Strengthen Your Compliance  
and Culture.



 : +91 74282 93765  
 : [customer.connect@iris-corp.com](mailto:customer.connect@iris-corp.com)  
 : [iris-corp.com](http://iris-corp.com)

