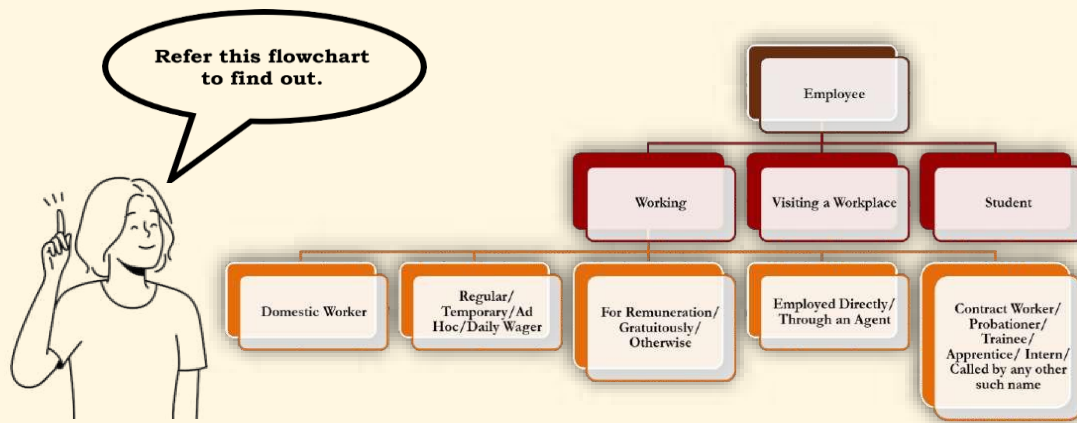
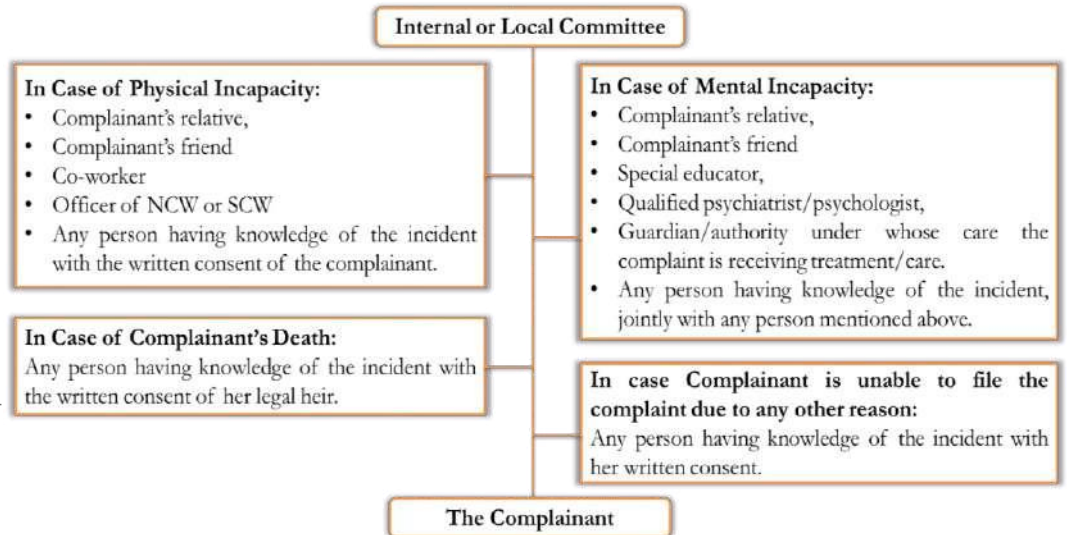


IMPORTANCE OF POSH TRAINING





**Who can
complain
and where?**



**How can I
determine if a
place is a
workplace?**



A workplace can be any of the following

Government organizations, Government company, corporations, cooperative societies,

Private sector organizations, venture, society, trust,

Sports Institutes, Stadiums, Training Institutions,

A dwelling place or house,

Any enterprise which employs less than 10 workers.

What is Sexual Harassment at Workplace?



Physical Contact and Advances

A demand or request for sexual favours

Showing pornography



Sexually coloured remarks

Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Any act or conduct which includes such unwelcome sexually determined behavior (whether directly or by implication)

SEXUAL in nature

UNWELCOME

A **SUBJECTIVE** experience

Key Elements of Workplace Sexual Harassment

Often occurs in a matrix of **POWER**

IMPACT not intent is what matters