



CASE STUDY

POSH – General Awareness & Training

BACKGROUND OF THE CASE

Our client is an Indian subsidiary of Canada based company headquartered in Toronto. It is engaged in the execution of architectural designs with the help of technology to build smart cities. It is a technology-driven design firm with global architecture, engineering, planning and technology expertise. The company has more than 3,500 employees and 60+ offices around the world. The client approached us for awareness sessions on Prevention of Sexual Harassment of women at workplace (POSH Act) for their 200+ employees and in-depth training of their Internal Committee (IC) members' training. POSH Policy is mandatory for all the companies to comply with and in case of more than 10 employees the company needs to have an IC team in place.

HOW DID OCTAGONA HELP?

Octagona was mandated to take up the General Awareness Sessions on POSH as well as IC Members Training about what constitutes the POSH policy, the types of sexual harassment, redressal mechanism available under the POSH Act, role and responsibilities of the IC members, how a complaint should be handled and reports to be maintained and created under the POSH ACT which is mandatory for any company registered irrespective of number of employees, gender, legal status, industry and place of operation.

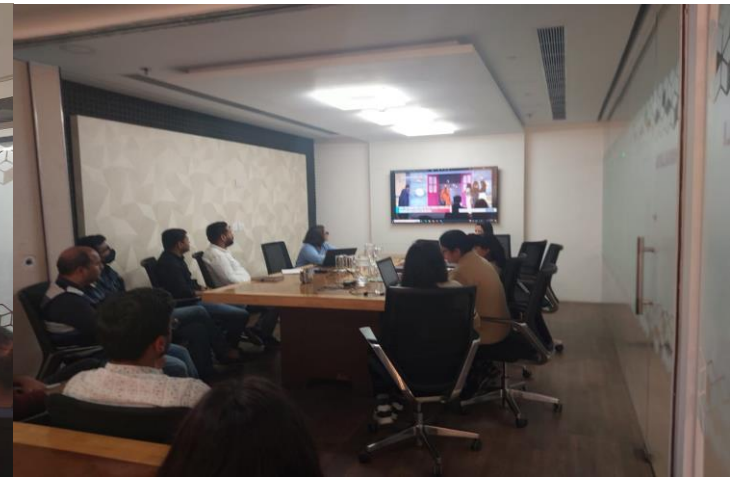
Octagona executed the following steps to meet the client requirements:

- Prepared different schedules for both General Awareness Session and IC Training separately, divided the employees into number of batches as there were 200+ employees across India for the awareness session. The aim of the sessions was to create knowledge and awareness among employees about gender sensitivity, gender acceptability.
- For IC Members' Training, Octagona India divided the sessions into 2, each session was covering in depth knowledge about the POSH Policy.
- We prepared 2 different presentations comprising of subject material, case studies, examples, video presentations and reply to their queries pertaining to different kinds of harassments in order to make the session as interactive as possible.

FINAL OUTCOME

- Together with the support of the client, Octagona India was able to achieve the goal of creating awareness among the employees and other stakeholders of the company by imparting the in-depth knowledge on the Sexual Harassment at workplace of women under POSH Policy resulting in ensuring safe working environment, empowering employees especially female to come forward with their grievances about sexual harassment, if any.

IMAGES OF THE TRAINING SESSION:





ADDRESS

411, DLF Tower B, Jasola District Centre,
New Delhi - 110076, India

EMAIL

n.bhalla@octagona.com

WEBSITE

www.octagona.co

SKYPE

live: n.bhalla

TELEPHONE

(+91) 11 4152 5077

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