



POSH

**Ending
Sexual Assault
&
Harassment
in the
Workplace**

**Creating Safe Spaces:
Empowering Women, Upholding Dignity**

The Problem

Impact on Employees and Organizations

The impact of sexual harassment in the workplace is real and damaging

Employees that experience sexual harassment are more likely to report:

Psychological symptoms of posttraumatic stress disorder (PTSD), depression, stress, and anxiety.

Physical problems such as headaches, sleep problems, gastric problems, weight loss/gain, etc.

Impact on other employees/witnesses

The damaging effects of harassment do not just impact the employee who is the victim of sexual harassment.

Those who observe it can also suffer mental and physical harm and employee morale can decrease.

Costs for businesses

Businesses can face financial costs associated with harassment complaints in addition to decreased employee productivity, increased employee turnover rate, and reputational harm



Current Corporate POSH act Programs

Major Challenges in Current POSH Corporate Training Programs

- **Group-Based Training Format:**
Conducting training sessions in large groups limits individual engagement and privacy, making it difficult for employees to address personal concerns.
- **Lack of Private Legal Access:**
Employees are unable to seek one-on-one legal advice due to the open nature of these sessions, which prevents them from openly discussing sensitive issues.
- **Limited Effectiveness in Prevention:**
Group training often focuses on compliance rather than practical solutions, leaving employees unprepared to physically and psychologically handle situations of sexual harassment.
- **Fear of Exposure:**
Employees may feel hesitant to ask questions or share their concerns in the presence of colleagues, due to fear of judgment or exposure.



Solution - The Effective POSH Training Approach

Major Challenges in Current POSH Corporate Training Programs

- **Small Team-Based Training:**
Organizing sessions with smaller groups ensures better engagement, increased confidentiality, and personalized learning.
- **Direct Access to Advocates:**
Immediate one-on-one private access to experienced legal advisors during the training allows employees to discuss specific concerns discreetly.
- **Prevention-Oriented Approach:**
Focus on equipping employees with practical knowledge and tools to:
 - Identify early signs of harassment.
 - Prevent incidents before they occur.
 - Respond to situations effectively, both physically and psychologically.
- **Safe and Confidential Environment:**
A secure and supportive environment encourages employees to ask questions, share experiences, and receive tailored guidance without fear of judgment or exposure.



Whom we are?

The **Kalpatharu** Foundation International

We aim to **empower** and **uplift** the lives of people worldwide, particularly children, youth, and women, by providing them with access to education, professional skills, healthcare, technology, agriculture innovations, business opportunities, and employment



Our Experience



Paul Sundar
Nov 09, 2022, 11:19



< Rajeswari Karthikeyan ▾ 🔍

Posts

Reels

Sexual Harrassment of women at Work places
(prevention, prohibition and Redressal) Act, 2013.
Training Seminar for the employees and I.C.C of Madras
Fertilizers Ltd, Manali.

It's great to see the organisations working on, to protect
the women from sexual harassment. # pleasure being a
part for a cause.



Our Approach

Comprehensive Strategies for Prevention and Eradication

Providing immediate access to advocates during the sessions for private, one-on-one discussions. Offering practical training on handling harassment situations effectively, both physically and psychologically.

Prevention

Educating employees on early signs of sexual harassment.
Equipping teams with the knowledge and tools to create a harassment-free workplace.
Conducting smaller, focused sessions to ensure tailored learning and awareness.

Intervention

Advocacy

Promoting a culture of mutual respect and inclusivity within organizations.
Establishing a confidential system where employees feel safe reporting issues without fear of exposure.
Ensuring continuous support for affected individuals through professional legal and psychological guidance.

Eradiation

Addressing the root causes of harassment through proactive measures.
Building long-term strategies to eliminate workplace harassment altogether.
Monitoring progress and reinforcing the importance of a zero-tolerance policy.



Infrastructure & Training Model

Training for Effective POSH Implementation

- **Customized Training Environment:**
 - A dedicated conference hall accommodating 20 members for focused group discussions and sessions.
 - A private conference room for one-to-one interactions with advocates, ensuring confidentiality and personalized guidance.
- **Training Details:**
 - Duration: 2-hour training session tailored to address key POSH compliance and practical strategies.
 - Inclusion of snacks and refreshments to create a comfortable and engaging learning environment.
- **Why This Approach Works:**
 - Small group size ensures personalized attention and active participation.
 - Private one-on-one consultations provide immediate legal and psychological support.
 - A relaxed yet professional setting promotes open communication and better understanding of the subject matter.



Benefits to Organizations

Why Choose Kalpatharu for POSH Training?

Effective POSH Implementation:

- Provides an **effective and structured approach** to implement the POSH Act.
- Ensures the training **reaches employees in the way they need** – through personalized and confidential sessions.
- Delivers the **right solutions** to address sexual harassment prevention and intervention.

Comprehensive Compliance Support:

- Kalpatharu issues a **Compliance Certificate** detailing:
 - Number of trainings conducted.
 - Number of attendees.
 - Employee feedback and satisfaction metrics.
- Assists in **filing compliance with the government**, ensuring legal requirements are met seamlessly.

Positive Organizational Impact:

- Enhances employee confidence by addressing their concerns in a safe and private environment.
- Contributes to building a **high employee satisfaction rate** and a **positive work culture**.
- Positions the organization as a **best employer standard**, committed to employee well-being and legal compliance.



Benefits to Attendees/Employees

Empowering Employees Through Kalpatharu's POSH Training

Confidential and Personalized Support:

- Private one-on-one sessions with legal advocates to address specific concerns.
- Safe space to ask questions and receive guidance without fear of exposure.

Practical Knowledge and Skills:

- Learn effective ways to prevent and handle sexual harassment both physically and psychologically.
- Gain clarity on rights, protections, and how to take appropriate action when needed.

Exclusive Benefits:

- ₹1000 Gift Card to seek legal advice on POSH-related matters or Matrimonial issues, ensuring continued support post-training.
- Immediate access to experienced legal professionals for assistance and advice.

Empowered Work Experience:

- Increased confidence in addressing and preventing sexual harassment.
- Enhanced psychological well-being, leading to improved job satisfaction and productivity.





Our Coach: Rajeswari Karthikeyan Bsc, BL - Advocate - Madras High Court

- **Legal Luminary**
 - Accomplished advocate with 20+ years in the Madras High Court and subordinate courts in and around Chennai.
 - Current roles: Standing counsel for Tamil Nadu Wakf Board and Panel advocate for educational institutes.
- **Social Commitment**
 - Profound commitment to social causes, notably women's empowerment.
 - Founder member of a non-profit organization dedicated to positive societal change.
- **POSH Act Initiatives**
 - Active participation in multifaceted Prevention of Sexual Harassment (POSH) Act endeavors.
 - External Member of ICC, conducting impactful inquiries and raising awareness through seminars.
- **Community Dynamo**
 - She is a dynamic force in the community, aligning with her principles.
 - Lead LEAF Society (an NGO), spearheading transformative initiatives for two decades.
- **Welfare Projects Impact**
 - Actively involved in community welfare projects, supporting basic needs.
 - Contributed to vital facilities in government schools, benefiting thousands of children.
- **Recognition and Awards**
 - Recognized with awards such as Latchiya Magudam, Seyal Mangai, Latchiya Mangai, and Unami Karam.
 - Underscores excellence in community services and women's empowerment.



Training Fees

Actual Price: ₹500

Now: ₹250
(Limited-Time 50% Discount!)



This is your opportunity to implement **effective POSH training** at half the cost, ensuring compliance, employee safety, and workplace harmony.

Don't miss this exclusive offer—empower your employees and create a safer workplace today!

Enroll now to secure your discounted rate!



Together, We Can Create a Safer Tamil Nadu

Together, we will leave an enduring legacy that shapes generations to come, proving that true change begins with the audacity to dream and the commitment to take action.

Thank You!

