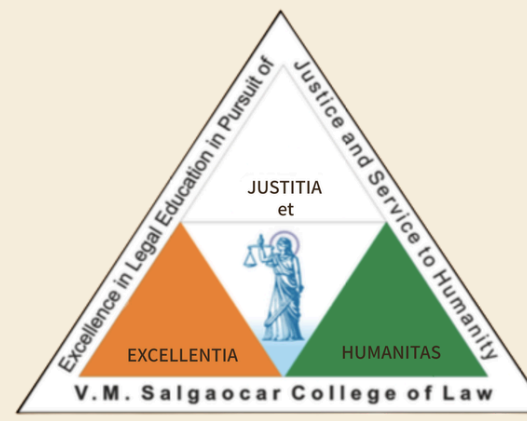
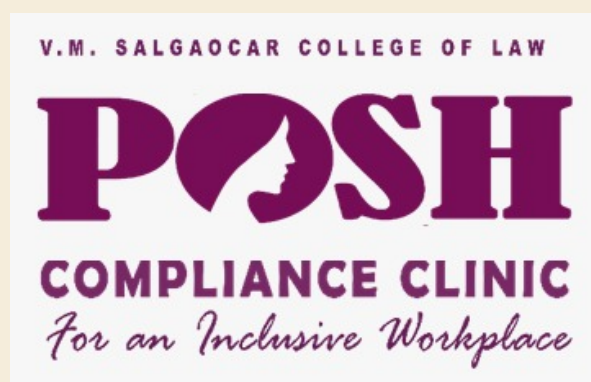




UNDERSTANDING SAFE WORKPLACE

ISSUE 01 / AUG 2026

POSH COMPLIANCE CLINIC 2026-27

The POSH Compliance Clinic of V. M. Salgaocar College of Law is committed to promoting awareness, guidance, and support under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Through legal assistance, training, and awareness initiatives, the Clinic works towards creating informed and respectful environments. The Clinic will continue to work through legal assistance, training, consultancy, and awareness initiatives. Among its key services, the Clinic provides legal advice in POSH matters and assists individuals in filing complaints. These services are intended to

WHO ARE WE?

We are the POSH Compliance Clinic of V. M. Salgaocar College of Law committed to zero-tolerance to sexual harassment.

The POSH Compliance Clinic of VM Salgaocar College of Law is committed to promoting awareness, prevention and redressal of sexual harassment and fostering a safe, respectful and inclusive environment.



guide those seeking information on the procedures and protections available under the Act. The Clinic also extends training and consultancy to employers and Internal Committees, supporting organizations in understanding and implementing their responsibilities under the law.

Complementing these efforts are awareness programs conducted for employees,

students, and other stakeholders, reflecting the Clinic's continuing emphasis on education as an essential step towards prevention and compliance.

other SERVICES

- Training & Consultancy to employers & Internal Committees
- Awareness programs for employees, students and other stakeholders

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FREE Services

- Legal advice in POSH matters
- Assistance in filing a complaint

SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

- "Sexual Harassment" includes unwelcome physical contact, advances, sexually colored remarks, verbal or non-verbal conduct of sexual nature.
- Who can file a complaint: Any woman who is an employee, student, or visitor at a workplace can file a complaint.
- The aggrieved woman can file a written complaint to the Internal Committee, within 3 months of the incident.
- If found guilty, the perpetrators (employee/students) would be liable to punishment under the rules of the Institution.
- The punishment may extend to dismissal/expulsion depending on the severity of the act.

MESSAGE FROM THE PRINCIPAL



Prof. MRK. Prasad
Principal,
V. M. Salgaocar College of Law

Creating an inclusive, non-discriminatory environment for both students and staff forms one of the most essential elements of the fundamental right to equality. Equal opportunity in admission, recruitment, promotion, training, and leadership represents only one facet of this constitutional right. To fully enjoy guaranteed freedoms of liberty and equality, a safe learning and working environment is crucial. Women must be able to learn and work with dignity, respect, and security. Furthermore, a safe environment is vital for enhancing productivity and institutional effectiveness. Sexual harassment in the workplace directly undermines human dignity.

To ensure the well-being of students and staff, compliance with the Prevention of Sexual Harassment (POSH) guidelines has become crucial for higher education institutions in India. POSH compliance provides essential insights for educational institutions to foster a safe and supportive environment for all.

The Prevention of Sexual Harassment (POSH) Act, 2013, is a landmark legislation in India that aims to prevent and redress cases of sexual harassment in workplaces, including educational institutions. Under this Act, higher education institutions are mandated to establish an Internal Committee

Women frequently face both direct and indirect discrimination connected to unwelcome sexual conduct. Consequently, the responsibility of creating a safe ecosystem falls squarely on the employer and institution leadership. Educating campus community members, promoting gender equality, and eliminating sexist stereotyping will immensely improve our environment. Institutional trust can be built by adopting a zero-tolerance policy, establishing an active Internal Committee (IC), and implementing a confidential, accessible mechanism for complaints. I believe the POSH Compliance Clinic (PCC) will focus not only on educating employees and students, but also on reminding institutional leaders of their obligation to foster a safe environment. The ultimate goal of the PCC is to cultivate mutual respect and professional conduct across our campus and workplace.

True equality is not merely the prohibition of discrimination; it is about inculcating a culture of dignity and respect for all.

(IC) to address complaints related to sexual harassment. Institutions must develop a comprehensive anti-sexual harassment policy in line with the POSH Act. This policy should outline the institution's commitment to maintaining a safe environment, define sexual harassment, provide information on the complaint redressal process, and clearly state the consequences of non-compliance.

Establishing an IC is mandatory for every higher education institution. The IC plays a vital role in handling complaints, conducting investigations, and ensuring justice for survivors. Regular awareness programs and training sessions

MESSAGE FROM THE DIRECTOR

Welcome to the very first edition of 'Poshpectives'! We started the POSH Compliance Clinic with a vision that goes beyond organizing standard compliance drives. For us, POSH has always been about something much deeper: creating safe, respectful, and equitable workspaces.

True safety isn't just written into a policy document—it lives in our daily interactions, our willingness to listen, and the gender-equal and inclusivity culture we build together. That is what 'Poshpectives' is all about.

Through this newsletter, we hope to share meaningful insights, demystify legal processes, and keep the conversation on prevention of sexual harassment and workplace dignity vibrant and approachable.

I hope this issue gives you fresh insights, and I warmly invite you to share your thoughts with us and join us in advancing a culture of workplace safety, justice, and equality.



Dr. Sandhya Ram
Director, POSH Compliance Clinic
V. M. Salgaocar College of Law

MESSAGE FROM THE ASSOCIATE-DIRECTOR

The right of every woman to work in a safe and dignified environment is fundamental not only to her personal well-being and sense of security but also to her economic empowerment and the overall progress of society. The workplace must be a space that fosters equality, respect, and opportunity.

Creating a safe and inclusive environment is paramount in higher education institutions. In recent years, there has been a growing awareness of the need to address issues related to gender-based discrimination and harassment on campuses.



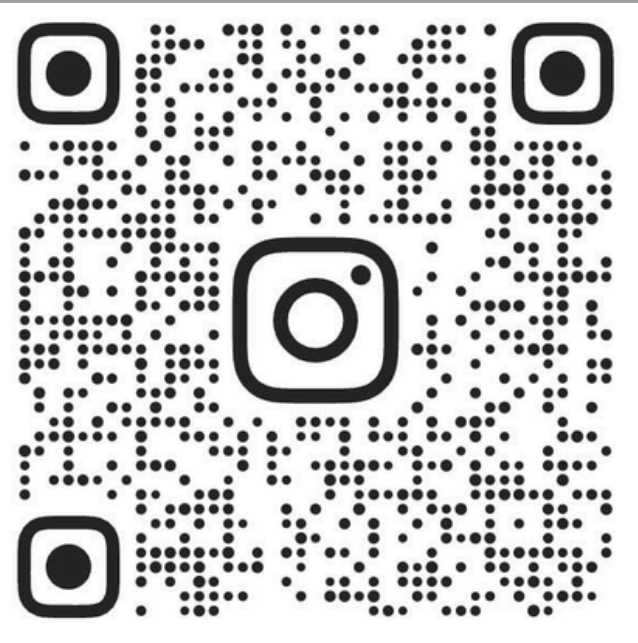
Dr. Priya Onsker
Associate-Director,
POSH Compliance Clinic
V. M. Salgaocar College of Law

should be conducted to sensitize students, faculty, and staff about sexual harassment, its forms, and the procedure for filing complaints. These initiatives help create a culture of respect, encourage reporting, and reduce the stigma associated with reporting incidents of harassment. Institutions must establish a robust and confidential complaint redressal mechanism. This includes maintaining a complaint registry, conducting prompt and impartial investigations, ensuring confidentiality, and providing timely updates to the complainant and the respondent. The process should be fair, unbiased and provide appropriate remedies for survivors.

CONNECT WITH US

✉ projectposhvm scl@gmail.com

📷 posh.vms



UNDERSTANDING A SAFE WORKPLACE

- SHRADDHA YADAV, 4TH YEAR BALLB

"A SAFE WORKPLACE IS NOT DEFINED BY ITS WALLS, BUT BY THE DIGNITY, RESPECT, AND SECURITY EXPERIENCED BY EVERY PERSON WITHIN IT."

A safe workplace is one where every individual can perform their duties with dignity, equality, and respect, free from sexual harassment, discrimination, intimidation, or retaliation. The concept extends beyond physical safety to include psychological and emotional well-being

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 recognizes that every employer has a legal duty to provide a safe working environment. Under Section 19, employers must ensure safety from sexual harassment, establish an Internal Committee (where applicable), conduct awareness programmes, and create an environment where complaints can be addressed fairly and confidentially.

A safe workplace is built on 3 key principles:
Respect: Every employee has the right to be treated with dignity, irrespective of gender, role, or background.

Prevention: Organizations must proactively educate employees, establish clear policies, and foster awareness to prevent harassment before it occurs.

Accountability: Employers and employees share the responsibility of maintaining a workplace where inappropriate behaviour is neither ignored nor tolerated.

Creating a safe workplace is not merely a legal obligation. It strengthens trust, improves employee well-being, promotes equal participation, and fosters a more productive and inclusive organizational culture. As the Ministry of Women and

Child Development has emphasized, a safe and secure work environment is essential to protecting women's fundamental rights and enabling their full participation in the workforce.



- MANASVI TANKSALE, 4TH YEAR BALLB

LET'S SEPARATE MISCONCEPTIONS FROM THE TRUTH ABOUT POSH

Myth: "if I speak up, the whole world will know."

Reality: The POSH Act provides a mechanism for addressing complaints while maintaining confidentiality and ensuring due process.

"WOMEN BELONG IN ALL PLACES WHERE DECISIONS ARE BEING MADE."

- RUTH BADER GINSBURG



Myth: "It's just office banter."

Reality: If the woman finds the comment or behavior uncomfortable and is of a sexual nature, it amounts to sexual harassment.

Myth: "They didn't say 'no', so it wasn't inappropriate."

Reality: Consent cannot be assumed. Consent has to be clear, continuous and unequivocal.

Myth: "It's just a compliment. Learn to take one."

Reality: A compliment that is repetitive, suggestive or unwelcome can cross personal and professional boundaries.

Myth: "Forwarding memes is harmless fun."

Reality: Sharing sexually suggestive or offensive content can create an uncomfortable environment and digital harassment may also amount to sexual harassment.

Myth: "If there is no eye witness, nothing can be done."

Reality: Every complaint is assessed on its own merits. The absence of an eyewitness does not automatically invalidate a complaint.

Myth: "Ignoring the behavior will make it stop."

Reality: Ignoring unwelcome behavior doesn't always resolve it. Reporting concerns helps institutions address them appropriately.

Myth: "It's sexual harassment only if there is physical contact."

Reality: Sexual harassment also includes verbal or non-verbal conduct of a sexual nature.



WHAT'S AN INTERNAL COMMITTEE

Internal Committee (IC): A statutory body established under the POSH Act to prevent and address sexual harassment at the workplace.

A safe and respectful campus is built on trust, accountability, and timely support. The Internal Committee is entrusted with receiving and inquiring into complaints of sexual harassment, ensuring that every complaint is handled with fairness, impartiality, and strict confidentiality. Beyond redressal, the Committee also works towards creating awareness and fostering a campus culture rooted in dignity, equality, and mutual respect. The IC provides a confidential and structured mechanism for receiving complaints, conducting inquiries, and ensuring that complaints are dealt with fairly and in accordance with the law. It also plays a preventive role by creating

awareness about sexual harassment and promoting a safe and respectful workplace. An IC generally consists of a Presiding Officer who is a senior woman employee, other employee members with relevant experience or knowledge, and an external member familiar with issues relating to sexual harassment. Its role is not limited to handling complaints; it also contributes to building a workplace culture based on safety, dignity, equality, and respect.



- Before handling a complaint, ask:
- ✓ Is the complaint within the IC's jurisdiction?
 - ✓ Is confidentiality being maintained?
 - ✓ Has the inquiry been conducted fairly?
 - ✓ Are both parties given an opportunity to be heard?
 - ✓ Are the statutory timelines being followed?

NEED GUIDANCE?

COLLEGE IC (2026-2028)

want to know more about IC visit vmslaw.edu.in

If you have experienced or witnessed conduct that may amount to sexual harassment, you are encouraged to reach out without hesitation. Complaints may be submitted to the Internal Committee through the official communication channels provided by the College.

Official IC Email: icc@vmslaw.edu.in

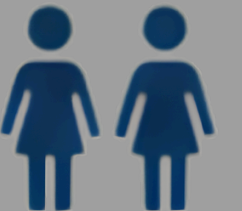
A written complaint maybe addressed to either the internal committee or the Principal.

The POSH Compliance Clinic is here to provide guidance and address any doubts or queries regarding the procedures and provisions of the POSH Act. We aim to help you understand the process and guide you on the appropriate steps to take.

Please note: The POSH Compliance Clinic is not an inquiry or action-taking body. It does not investigate complaints or decide cases. Its role is limited to providing information, procedural guidance, and awareness regarding the complaint mechanism.

At least 50% of the members of the Internal Committee must be women, ensuring meaningful representation in the redressal process

>> IC AT A GLANCE <<

 10+	10+ Employees IC is mandatory.
 50%	At least 50% women members in the IC..
 3 MONTHS	Time limit to file a complaint.
 90 DAYS	IC to complete the inquiry.
 1 EXTERNAL	NGO/social worker/ legal background



DID YOU KNOW?

- PRIYA SHIRODKAR, 4TH YEAR BALLB

UNCOVERING THE FACTS EVERY WORKPLACE SHOULD KNOW

Because awareness is the first step towards a safer, more respectful workplace.

1. It's not just for permanent staff. The POSH Act covers employees, contract workers, trainees, interns, and even volunteers paid or unpaid, full-time or part-time.

2. The 'Workplace' has a broad definition. "Workplace" under the Act isn't limited to the office it includes client sites, travel for work, and even virtual/remote work interactions.

3. Every organization with 10+ employees needs an ICC. Companies must set up an Internal Committee (IC), also known as the Internal Complaints Committee (ICC), to handle complaints.

4. The ICC must include an external member. At least one member of the committee has to be from outside the organization, usually someone with expertise in women's rights or a related field to ensure impartiality.

5. There's a strict complaint timeline. A complaint must generally be filed within 3 months of the incident, though the committee can extend this by another 3 months if there's a valid reason.

6. Inquiries must be completed quickly. Once a complaint is filed, the ICC is required to complete its inquiry within 90 days.

7. Confidentiality is legally mandated. Details of the complaint, the identities of those involved, and the inquiry proceedings must be kept confidential violating this can attract penalties.



8. Employers who don't comply can be penalized. Failure to constitute an ICC or comply with the Act can result in fines, and repeated non-compliance can lead to cancellation of business licenses.

In the original 'swara' tradition, women were treated honourably.

THE FOUNDATION OF A SAFER WORKPLACE

Gender equality includes protection from sexual harassment and right to work with dignity, which is a universally recognised basic human right. The fundamental right to carry on any occupation, trade or profession depends on the availability of a 'safe' working environment. Right to life means life with dignity.

- Supreme Court of India, Vishaka v. State of Rajasthan (1997)



Siddhesh Pradeep Satpute v. State Bank of India & Ors.

Bombay High Court, decided 16 June 2026
Writ Petition No. 1213 of 2024

SHARED AUTORICKSHAW USED FOR COMMUTING TO OFFICE NOT "WORKPLACE" UNDER POSH ACT UNLESS IT IS PROVIDED BY EMPLOYER: BOMBAY HIGH COURT

The Court held that meaning of the statute. transportation would fall The petitioner contended within the definition of that the alleged incident "workplace" only when had occurred in a shared such transportation is autorickshaw and not at provided by the a workplace as defined employer, and the under the Act. Internal Committee can A Division Bench of Justice entertain a complaint Suman Shyam and under the Act only if the Justice Firdosh P. alleged incident occurred Pooniwalla observed: "It at a workplace within the can be seen that Section

BACKGROUND

The petitioner, an employee Internal Committee of the of a bank, was travelling petitioner's employer. Follo- from a railway station to his wing an enquiry, the workplace in a shared Internal Committee found autorickshaw. Another the petitioner guilty of sexual employee work-ing for a harassment and recom- different organ-isation was mended action under the also travelling in the same applicable service rules. The vehicle. Subsequently, petitioner challenged the allegations of sexual order before the High Court, harassment were made contending that the Internal against the petiti-oner in Committee lacked jurisdiction relation to the incident that because the alleged incident allegedly occurred during had not occurred at a the journey. A complaint "workplace" within the was first made before the meaning of the Sexual complainant's employer and Harassment. was thereafter referred to the

Court's Observations

The Court first considered availability of an appellate whether it should entertain remedy. The Bench noted the writ petition despite the that the challenge raise a

2(o)(v) includes within the meaning of workplace' trans- one another passenger, were portation by the employer sharing an autorickshaw from the Kurla Railway Station to BKC at Bandra. Although the Petitioner was going to his office, the said transportation had not been provided either by his employer or the employer of Respondent No.3. In these circumstances, in our view, such transportation would not fall within the definition of a 'workplace' as defined by Section 2(o)(v)."

pure jurisdictional issue atute. Conclusion The High concerning the authority of the Court held that a shared Internal Committee to entertain autorickshaw used by emp- the complaint. The Court loyees for commuting to work, observed that where questions without being provided by of jurisdiction are raised, a writ the employer, does not court may not necessarily constitute a workplace under relegate a party to an Section 2(o)(v) of the Sexual alternative remedy. The Bench Harassment Act. Conseq- then examined the statutory uently, the Internal Comm- scheme of the Sexual Harass- ittee lacked jurisdiction to ment Act, particularly Sections entertain the complaint and 2(a), 2(o), 9 and 11. The Court pass the impugned order. noted that Section 2(a) defines Accordingly, the Court allo- an "aggrieved woman" in wed the writ petition and set relation to a workplace, while aside the order passed by the Section 9 permits a complaint of Internal Committee. The Ben- sexual harassment at the ch clarified that it had not workplace to be made before examined the merits of the the Internal Committee. Read- allegations and had expressed ing these provisions together, the no opinion on whether any the Court held that the juris- act of sexual harassment had diction of the Internal Commit- in fact occurred, leaving that tee is predicated upon the alleged act issue open to be dealt with in having occurred at a accordance with the law in workplace recognised by the st- appropriate proceedings.

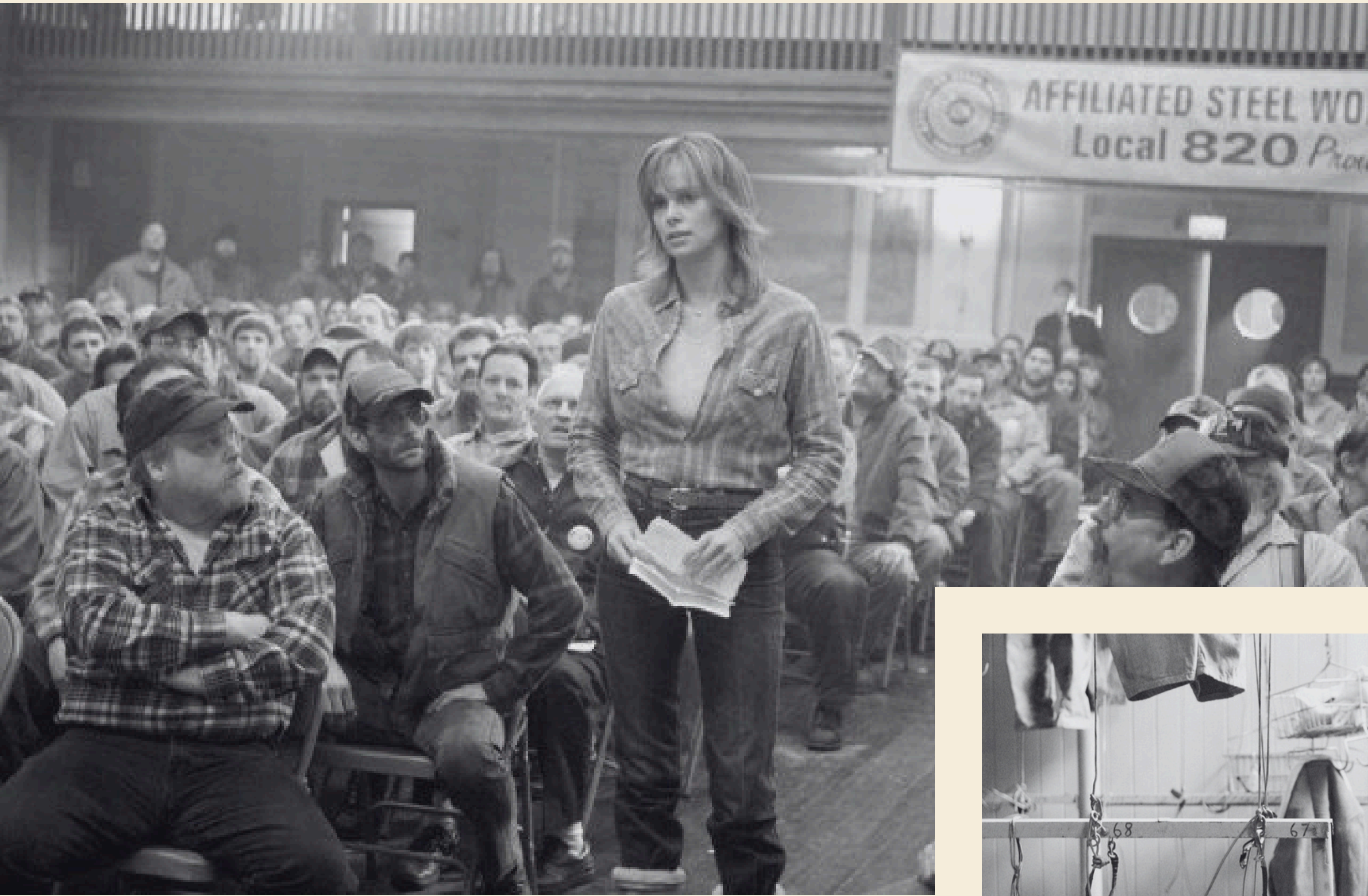
RECOMMENDED
WATCH

NORTH COUNTRY



DIRECTOR: >> NIKI CARO<<

- KATE DESALDANHA OSORIO, 4TH YEAR BALLB



"ALL SHE WANTED WAS TO
MAKE A LIVING... INSTEAD
SHE MADE HISTORY."

Synopsis : A fictionalized account of the first major successful sexual harassment case in the United States - Jenson vs. Eveleth Mines, where a woman who endured a range of abuse while working as a miner filed and won the landmark 1984 lawsuit.

"ONE VOICE CAN CHALLENGE
A CULTURE OF SILENCE."

The film follows Josey Aimes, a single mother who joins an iron mine in search of financial stability but is subjected to continuous sexual harassment, humiliation, and retaliation by her male co-workers. When her complaints are ignored by both her supervisors and the company's management, she courageously pursues legal action, leading to one of the first successful class action lawsuits for workplace sexual harassment. The film allows its vie-



North Country is inspired by a true story and follows a woman who challenges sexual harassment in a male-dominated workplace. The film is motivating because it shows the courage it takes to speak up against injustice and reminds us that one person's voice can become the beginning of change.

wers to understand various forms of sexual harassment, including verbal abuse, hostile work environments, physical assault, victim blaming, and retaliation against employees who report misconduct. It also highlights the challenges faced by survivors, such as institutional indifference, misuse of a victim's personal history during trial, and the fear that prevents many victims from speaking out.

"I JUST WANNA GO
TO WORK LIKE
EVERYONE ELSE."

- Josey Aimes, North Country (2005)

BASED ON A REAL
CASE

JENSON V. EVELETH TACONITE CO.

(1988-1998) was the first class-action sexual harassment lawsuit in United States history. Filed by Lois Jenson and co-workers against an iron mining company in Eveleth, Minnesota, it proved that a hostile work environment is a systemic civil rights violation.



RATINGS:

	Rotten tomatoes	70%
	IMDb	7.3/10
	letterboxed	3.6/5



FROM INTERN TO ALUMNA :

IN CONVERSATION WITH EUGENIA MELO E GRANJO

REFLECTIONS FROM A FORMER PROJECT POSH INTERN

Before the establishment of the POSH Clinic, there was Project POSH, where students worked towards spreading awareness and understanding the importance of safe workplaces. To understand its journey and impact, we spoke with Eugenia Melo e Granjo, a former intern of Project POSH, about their experiences, learnings, and perspective on creating safer workplaces.



Eugenia Melo e Granjo, a former intern of Project POSH

1. Could you briefly tell us about your role in Project POSH?

My role in Project POSH was a combination of research, volunteering and graphic design. I conducted research on the provisions of the POSH Act and relevant case laws, helped draft reports, and assisted the Coordinators in conducting and facilitating workshops. I was also involved in the logistical aspects of organising these workshops and designing posters, documents and other communication materials for the Project.

2. When you joined Project POSH, what was your understanding of its purpose and objectives?

When I joined Project POSH, it was an interesting venture for me because the POSH Act was not something I had previously engaged with in depth. I have always been interested in issues relating to women's rights and the Project gave me an opportunity to understand how the law works to address sexual harassment at the workplace. Most importantly, it helped me see the disparities between what the law provides on paper and how people understand and experience those protections in reality.

3. What is one lesson from Project POSH that you think the current POSH Clinic should definitely carry forward?

One lesson I learnt from Project POSH is that making the law accessible is only one part of the process. Implementat-

tion is an entirely different challenge. Through Project POSH, we realised that even though the constitution of ICCs is mandated by law, there can still be significant gaps in how these committees function in practice. One important reason is that many ICC members come from non-legal backgrounds and may not have sufficient legal literacy or confidence to understand and carry out their responsibilities.

I think the POSH Clinic should therefore continue to focus on training and capacity-building programmes for ICC members. These programmes can help demystify the law and change the perception that handling POSH matters is an overwhelming or highly technical task. With the right understanding and training, the responsibilities of an ICC can become much more approachable, allowing members to respond to complaints with greater clarity and sensitivity.

4. What is one change in workplace culture that you think would make workplaces genuinely safer?

I think sensitisation needs to become an integral part of workplace culture, for both men and women. Misogyny and gender stereotypes can exist across the workplace, and creating a safer environment requires addressing these attitudes rather than treating sexual harassment as an isolated issue. Safety should mean creating a culture where people feel respected and protected.

THE ACTIVITY DESK:

ORGANISING COMMITTEE

COMMEMORATING TWO YEARS OF THE RG KAR CASE

REMEMBERING, REFLECTING & RAISING AWARENESS

To commemorate two years since the RG Kar rape case, Kate De Saldanha Osorio, Priya Shirodkar, Shraddha Yadav and Joshua D'Souza organized a session aimed at fostering meaningful conversations around sexual harassment, safety, accountability and awareness on 11th August 2026.

The session featured Ms. Anusha Almeida, Certified POSH Trainer, as the Chief Guest. She addressed the students on the Prevention of Sexual Harassment (POSH) Act, its relevance in educational and professional spaces, and the importance of understanding the mechanisms available for reporting and addressing sexual harassment. To make the session more engaging and encourage students to express their perspectives, two competitions were organised: Poster Making and Elocuti-



on. These activities provided students with a creative platform to explore themes of safety, dignity, equality and prevention of sexual harassment. The competitions were judged by Ms. Anusha Almeida, who also interacted with the participants and shared valuable insights drawn from her expertise in POSH. The initiative went beyond simply discussing the law. It encouraged students to reflect, question and engage with the reali-

ties surrounding sexual harassment while recognising the importance of awareness and institutional safeguards in creating safer spaces.

WINNERS

of the Poster Making & Elocution Competition



1st place - Diya Mohan Parab
FYBAILB



2nd place - Sejal Gajanan Gadekar
4th year BALLB

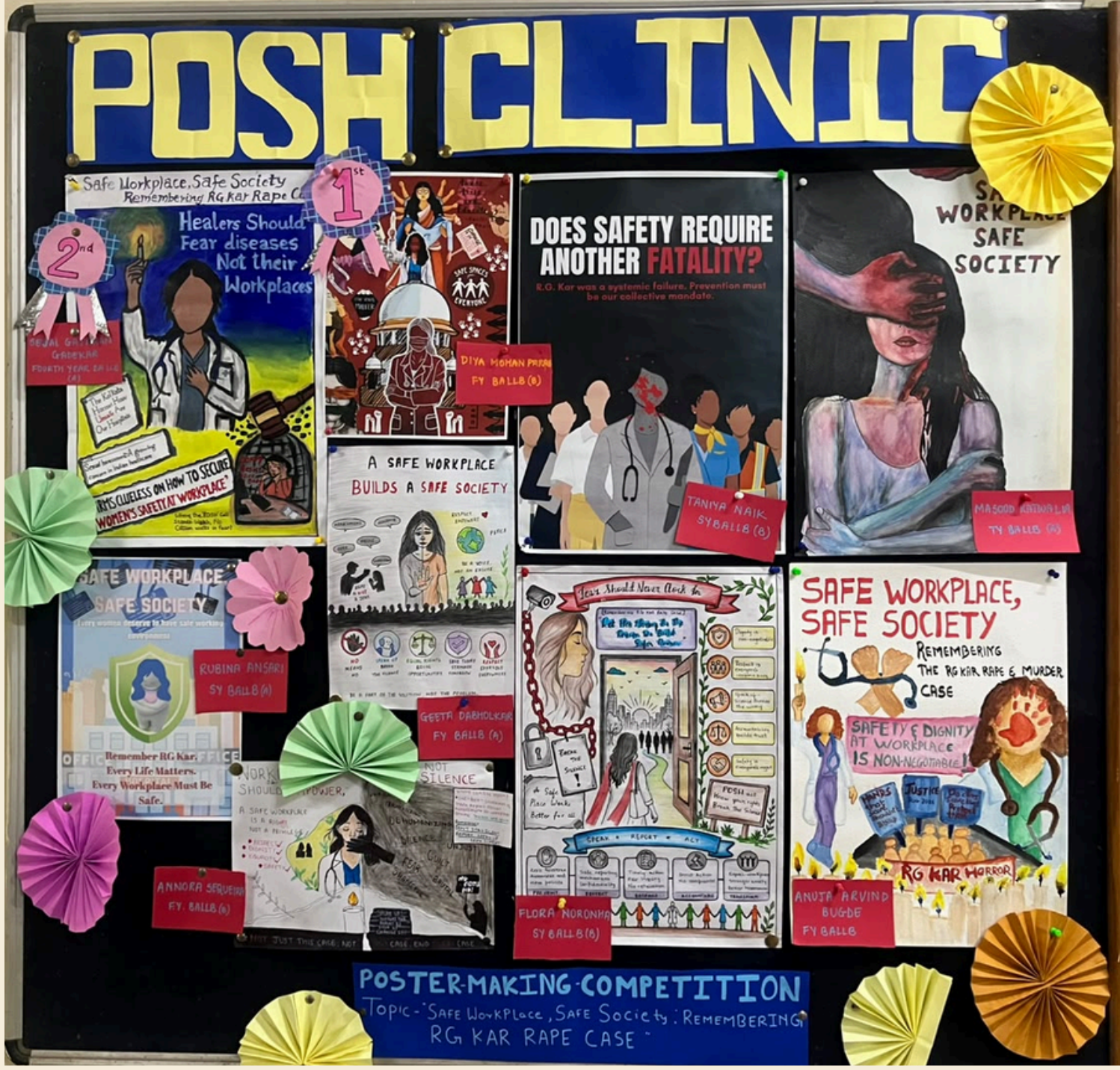


1st place

2nd place

POSTERS ON DISPLAY

Check out the notice board of Posh Clinic.



Cred: Manasvi Kochkar, SYBALLB



THE ACTIVITY DESK:

FROM THE ACT TO THE WORKPLACE

UNDERSTANDING POSH COMPLIANCE, CORPORATE PRACTICES & CAREER OPPORTUNITIES



The POSH Compliance Clinic of V.M. Salgaocar College of Law organised an insightful session on “POSH Compliance in Corporate Sector and Career Opportunities” on 13th August 2026, exclusively for members of the Clinic.

The session was led by Adv. Vasantha Kotagiri, Senior Legal Associate at Equilibrio Advisory LLP, a Certified POSH Trainer and alumna of the college. Drawing from her professional experience, including her work as a member of the External Committees of various organisations, she provided students with a practical understanding of how POSH operates within corporate workplaces. The session explored the POSH Act, organisational compliance, the functioning of Internal Committees (ICs), and the different situations in which concerns relating to sexual harassment may arise in the workplace. Adv. Kotagiri also highlighted the importance of maintaining the independence of the Internal Committee, explaining how undue interference or influence from management can affect

the Committee's ability to conduct an impartial inquiry and take appropriate action. The discussion emphasised that an IC must be able to discharge its statutory responsibilities fairly, independently and without external pressure. Rather than limiting the discussion to the provisions of the legislation, Adv. Kotagiri used practical scenarios to demonstrate how POSH principles are applied in real workplace situations. An especially engaging part of the session focused on personal boundaries, comfort and perception. Through an interactive activity, students were encouraged to consider how seemingly ordinary physical interactions can be experienced differently by different individuals, highlighting the importance of consent, context, personal boundaries and professional conduct. She also shared anonymised experiences from her professional practice, carefully maintaining confidentiality by withholding the identities of the parties and organisations involved. These examples gave students a glimpse into the complexities that can arise while handling POSH matters in professional settings. The session also looked beyond compliance and introduced students to career opportunities in the POSH field, including POSH training, legal advisory, workplace compliance, and roles associated with Internal Committees.



PUZZLE CORNER

SUDOKU

Fill in the blank squares so that each row, each column and each 3-by-3 block contain all of the digits 1 thru 9. if you use logic you can solve the puzzle without guesswork.

SUDOKU 93

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7								
5	6				1			

SUDOKU 94

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SUDOKU 95

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SUDOKU 96

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WORD SEARCH

Find the words hidden in the grid.

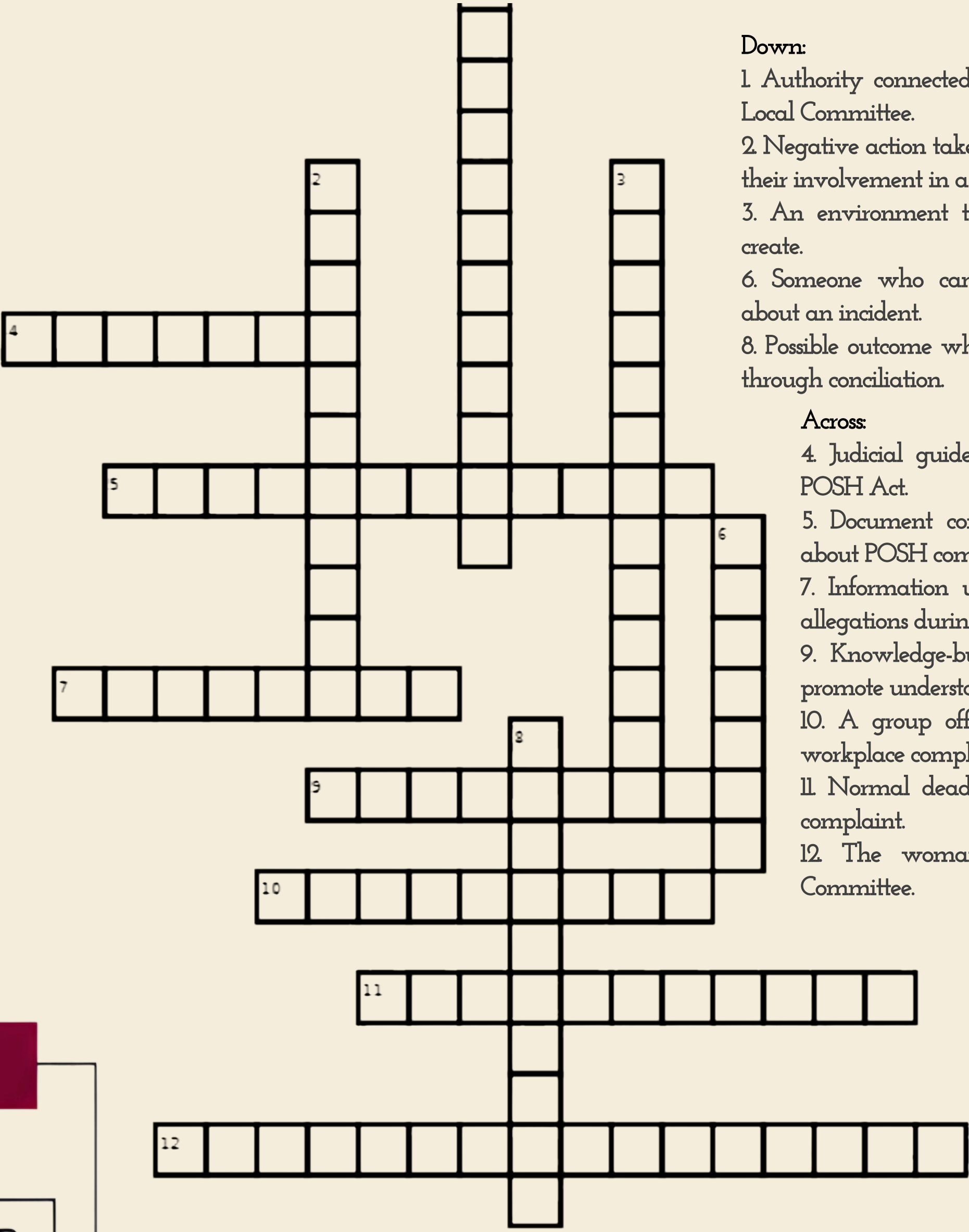
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Awareness
Employee
Dignity
Consent
Confidential
Complaint
Boundary

Respect
Equality
Harassment
Inclusion
Policy
Prevention
Report

Rights
Safety
Support
Trust
Workplace

CROSSWORD



- Down:
- 1. Authority connected with the constitution of the Local Committee.
 - 2. Negative action taken against a person because of their involvement in a complaint.
 - 3. An environment the POSH Act seeks to help create.
 - 6. Someone who can give relevant information about an incident.
 - 8. Possible outcome when parties resolve the matter through conciliation.

- Across:
- 4. Judicial guidelines that existed before the POSH Act.
 - 5. Document containing yearly information about POSH complaint handling.
 - 7. Information used to support or challenge allegations during proceedings.
 - 9. Knowledge-building activities required to promote understanding of the Act.
 - 10. A group officially formed to deal with workplace complaints.
 - 11. Normal deadline for submitting a POSH complaint.
 - 12. The woman who leads the Internal Committee.

LETTER FROM THE EDITOR

Dear Readers,

As we come to the end of the very first issue of POSHPROPECTIVES, The newsletter by POSH Compliance Clinic of OUR college. we would like to thank you for taking the time to read through it. We hope you enjoyed what we have put together and that this issue made for an engaging and meaningful read. We look forward to bringing you more in the issues to come.

It is our step towards creating greater awareness, encouraging meaningful conversations, and promoting workplaces rooted in respect, dignity, and equality. We hope each issue informs, inspires, and empowers you to contribute to a safer and more inclusive work environment.

EDITOR-IN-CHIEF
SHRADDHA YADAV

Happy
Reading,