



# Certificate Course on POSH: Course Content

## Topics to be Discussed

### Week 1: Understanding the Legal Framework Introduction to PoSH Act, 2013

- Overview of the Act's objectives and historical context.
- Evolution of sexual harassment laws in India.
- Scope and Applicability
- Key definitions and concepts.
- Understanding the workplaces covered under the Act.
- Roles and responsibilities of employers
- Forms of Sexual Harassment
- Detailed exploration of various forms of sexual harassment.

### Week 2: Challenges and Future Trends Challenges in Implementation

- Identifying and addressing challenges in implementing the PoSH Act.
- International Perspectives
- UNCEDAW
- Comparative analysis with international laws on sexual harassment.
- Learning from global best practices.

### Week 3: Procedural Aspects and ICC & LCC

- Composition, eligibility, and appointment process of ICC members.
- Importance of diversity in the committee.
- Complaints and Redressal Mechanism
- Filing a complaint: Procedure and formats & Common Mistakes Made During the Compliance Process.
- Timelines for resolution and penalties for non-compliance.
- Case studies on successful redressal.
- Q&A session for students to clarify doubts.

### Week 4: Other Laws Pertaining to Workplace Sexual Harassment & Case Law

- Industrial Employment (Standing Orders) Act
- Indian Penal Code
- Companies Act, 2013

### Cases to be discussed:

**1.** Vishaka v. State of Rajasthan **2.** Ranjana Agnihotri vs. University of Delhi **3.** Pinky Anand vs. National Insurance Company Ltd **4.** Vijaya Rahatkar vs. State of Maharashtra **5.** Varun Bhagat vs. DLF Ltd **6.** Shanta Kumar v. Council of Scientific and Industrial Research (CDIR) & Ors, Delhi High Court **7.** K.P. Anil Rajagopal v. State of Kerala, Kerala High Court **8.** Aureliano Fernandes v. State of Goa **9.** Silajit Guha v. Sikkim University and Ors. **10.** Dr. Sohail Malik vs. Union of India and Anr. **11.** Meritor Savings Bank v. Vinson **12.** Canada v. Janzen **13.** London Borough of Hackney v. Sivanandan **14.** Bullock v. the State of Georgia **15.** Sexual Harassment at the Workplace: Decision of the European Court of Human Rights **16.** Ms. C (Name and Address Confidential) v. Indian Institute of Corporate Affairs



REGISTRATION OPEN: 18th DEC 2023  
LAST DATE TO REGISTER: 18th JAN 2024  
COMMENCEMENT OF CLASSES: 23rd JAN 2024  
COURSE COMPLETION: FEBRUARY 2024

SCAN TO REGISTER



SCAN & PAY

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