THE INSTITUTE OF
Company Secretaries of India
भारतीय कम्पनी सचिव संस्थान
IN PURSUIT OF PROFESSIONAL EXCELLENCE
Statutory body under an Act of Parliament
(Under the jurisdiction of Ministry of Corporate Affairs)

Certificate Course on PoSH

(Prevention of Sexual Harassment)

The protection against sexual harassment and the right to work with dignity are universally recognised as human rights by international conventions. **THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013** enacted to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto.

The ICSI announces **"Certificate Course on PoSH (Prevention of Sexual Harassment)"** in order to infuse the professional competency within corporate workers so that organisations imbibe a culture where women can feel safe and both genders can work together in harmony.

Objective & Scope of the course

- To develop expertise on practical issues under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 or POSH Act.
- To enable the participants to draft a strong Anti-harassment policy, along with various notices, summons, orders etc.
- Imparting the participants with requisite legal skills w.r.t PoSH Act and legal aspects, reporting and compliance of the same.
- Equip the participants with essential and effective communication and interpersonal skills.

Who should attend?

This course is specially designed for company secretaries, HR professionals, Corporate Trainers and in-house counsels

Eligibility

a) Members of ICSI/ICAI/ICAI (cost)

b) LLB/LLM, MBA etc.

c) Student of ICSI who have qualified CS Executive Programme or higher

d) Graduation in any stream from a recognised University/Institute

Course Duration - 3 Months

Course Delivery

The course will be delivered on ICSI-LMS in online mode. Interactive webinars and video based lectures will be provided.

Course Faculty

The faculty will be experts drawn from Industry, Regulators, Universities and Practising Professionals

Project Report

Upon successful completion of online assessment, candidates will be required to submit a project report.

Attendance Criteria

No minimum attendance criteria, recorded lectures can be viewed anytime

Assessment

- Online MCQ based examination from anywhere
- Project Report

10 PCH on Enrollment

Certificate Course on PoSH

(Prevention of Sexual Harassment)

Award of Certificate | Certificate will be awarded by ICSI to all candidates upon successfully completion of the course.

Course Coverage

Module I	:	Prevention of Sexual Harassment: An Overview
Module II	:	Employer's obligations under anti-sexual harassment law
Module III	:	Internal Complaints Committee (ICC)
Module IV	:	Monitoring Adherence
Module V	:	Drafting and other Miscellaneous Topics

After doing this course, you will be able to

- Clearly distinguish what constitutes and what does not constitute sexual behaviour at Workplace and analyze several remedies to prevent such behaviour;
- Study and critically analyze several Indian cases regarding Sexual Harassment at Workplace.
- Implement and draft Workplace policies on prevention of Sexual Harassment at Workplace.
- Constitute a committee in your organization on prevention of sexual harassment at Workplace
- Learn how an Internal Complaint Committee (ICC) can deal when it receives complaints -- do's and dont's during an investigation.
- Understand legal obligations of 1) Employers; 2) Non-Governmental Organizations ("NGOs"); 3) Employees; and 4) Members, Compliant Committee.
- Run an organization in strict compliance with Prevention of Sexual Harassment Act, 2013.

Fees

For Members and Students of ICSI

Rs10, 000 plus applicable GST

For others

Rs.20, 000 plus applicable GST

Submission of application

Online registrations are open till

30th April,2020.

For registration visit link

https://www.icsi.edu/certificate-course/

The Course will commence within 10 days of the closure of registration. Details about course commencement will be updated on the LMS.

CS Ashish Garg
President, The ICSI

CS Manish Gupta
Council Member and Chairman
PMQ Course Committee, The ICSI

For any queries, please write to us at posh@icsi.edu

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