



INTRODUCTION

The **Prevention of Sexual Harassment (POSH) Act, 2013** mandates organizations to ensure a safe, secure, and respectful working environment for all employees. While fostering such a culture is a moral imperative, the Act also makes it a legal obligation to prevent and address workplace harassment effectively and to develop a workplace culture where respect and dignity are non-negotiable.

Failure to implement POSH provisions appropriately or lack of awareness among employees can result in serious consequences, including false allegations, a fearful work atmosphere, legal liabilities, financial penalties, and even cancellation of business licenses.

In alignment with these requirements, **IMTMA** has developed awareness programme aimed at:

- Promoting gender sensitivity and mutual respect
- Empowering employees to identify and respond to inappropriate behaviour
- Educating staff about their rights and responsibilities

This training has designed not only to ensure compliance but also to proactively build a safe organizational culture and uphold values of dignity and equality.

FOCUS AREAS

- Introduction to the POSH Act and Policy
- Understanding what constitutes sexual harassment
- Forms of workplace sexual harassment
- Prevention and prohibition strategies
- Complaint registration procedures and the central SHE-Box Portal reporting mechanism (<https://shebox.wcd.gov.in>)
- Behavioural skills for a respectful environment
- Case laws and practical insights

KEY TAKE AWAYS

After undergoing the programme, the participants will be able to -

- Clearly distinguish between appropriate and inappropriate behaviour in the workplace.
- Understand the correct process and procedure for reporting cases.
- Gain an in-depth understanding of preventive measures to build a safer culture.

PARTICIPATION FEE

Rs. 2999/-
+18% GST

**IMTMA Members/ Micro Companies/ Individuals/
Educational Institutions / Students/ IMTMA Non
Members/ Others**

USD 120/-
Overseas Participants

Group Concession : 10% for 3 to 5 and 20% for 6 and more delegates being nominated from the same company

PARTICIPANT PROFILE

All employees, ICC members etc

FACULTY

Ms. Mrunal Patel and co-delivered by Ujjwala POSH and Soft skills trainer

Ms. Mrunal Patel is a lawyer who is an expert handling end to end solution of POSH. She has worked with more than 30 companies as a POSH consultant and trainer She has handled 20+ cases of POSH successfully. Till date no party went in the appeal court after getting the judgement of IC where Mrunal has handled the case

For Registration Contact

Nagraj Hamilpure
Programme Coordinator
9881616902
n.hamilpure@imtma.in
Back End Operations
9742626488
enquiry@imtmablr.com

Contact Address

INDIAN MACHINE TOOL MANUFACTURERS' ASSOCIATION
12/5, D-1 Block, MIDC, Chinchwad,
Pune-411019
Board Line : +91 7066030531 / 532



imtmatraining.67038796@hdfcbank

REGISTRATION : Prior registration for participation is necessary. Number of participants is limited and will be accepted on 'First Come First Serve' basis. A Certificate of participation will be issued to participants.

Important Information : Participation fee includes, course material, working lunch and tea / coffee. Interested companies are requested to register online by clicking on 'REGISTER' button and by filling up the nomination authority and participant's details in specified form.