Manufacturing Technology Training
An IMTMA initiative

POSH Compliance & Awareness – A Manufacturing Industry Perspective
Date : 17 March, 2026
Venue : IMTMA Technology Centre, Pune

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

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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.