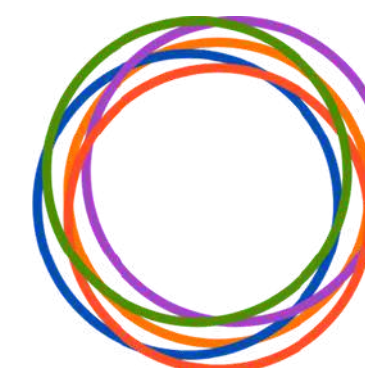


# POSH Compliance & Gender Sensitisation



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# Who we are?

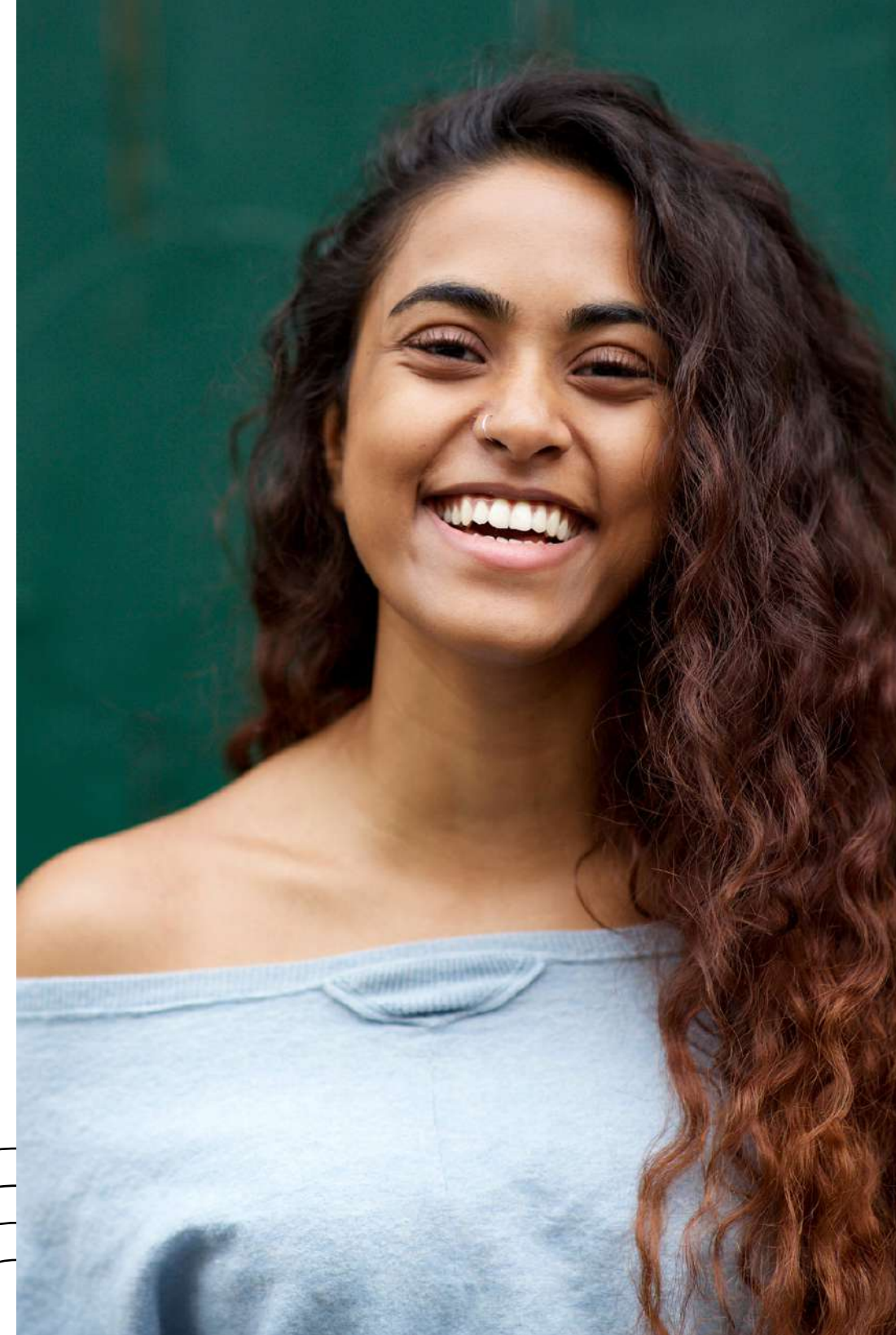
WHO WE ARE DRIVES WHAT WE DO.

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The Outcast Collective (TOC)  
is a Diversity, Equity,  
Inclusion & POSH consulting  
and advisory firm.

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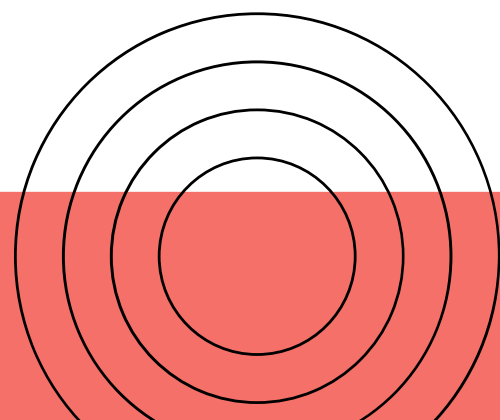


# Values are our bedrock.

The Outcast Collective was started with a mission to bring those individuals who are in the margins to the center. We catalyze dialogues about LGBTQIA+ inclusion, Gender equity, Caste and fair treatment et al which have historically stayed out of company boardrooms yet continue challenging the norm.

We recognise and deeply understand that the Diversity-Equity-Inclusion agenda is broader than just headcounts, programs, and policies but is about intent, action, commitment, and culture. With a proven track record in the organizational and people development space, we are now confidently stepping into behavior-culture change management and policy consulting with a vision of co-creating inclusive workplaces.

We enable Affirmative Action and Equal Employment objectives at workplaces for individuals with intersecting and overlapping social identities.



# POSH- Awareness & Sensitisation

- POSH policy review/drafting.
- Setting up and registration of ICC.
- POSH Awareness program
- Training of IC members for POSH case investigation
- Drafting Annual Compliance Report.
- External Member Empanelment & case investigation.
- Communications toolkit for creating awareness about POSH in the workplace.







# POSH Awareness Workshop

**Objective:** To create awareness and conversation about sexual harassment at the workplace, steps for prevention and simplifying the redressal mechanism.

**Actionable:** 90 minutes workshop conducted virtually/in-person.

TOC's consultants will facilitate the session in an interactive manner with the use of audio-visual media, live pop-up quiz and discussion.

*Each workshop can be customised and delivered in English/Hindi/Preferred Regional Language.*

# POSH and Gender Sensitisation-Workshop Structure

Module	Topic	Methodology	Timelines
<ul style="list-style-type: none"><li>• Part 1</li></ul>	<ul style="list-style-type: none"><li>• Introduction to POSH- what is workplace sexual harassment?</li><li>• Understanding unwelcome behaviour and its manifestations</li><li>• Types of workplace sexual harassment</li><li>• identifying workplace sexual harassment</li><li>• Sexual harassment vs workplace misconduct</li></ul>	Use of audio visual media- reference to pop culture, news articles, real life examples	30 Mins
<ul style="list-style-type: none"><li>• Part 2</li></ul>	<ul style="list-style-type: none"><li>• POSH terms and terminologies explained-</li><li>• Who is a complainant?</li><li>• Who can be a respondent?</li><li>• What is an ICC?</li><li>• Conciliation, interim measures, confidentiality, final report, false complaints</li></ul>	Case studies	30 mins
<ul style="list-style-type: none"><li>• Part 3</li></ul>	<ul style="list-style-type: none"><li>• Redressal mechanism- how to file a complaint, dos and don'ts</li><li>• Accessing the redressal mechanism</li><li>• Understanding the investigation process</li><li>• 3 Ds of bystander intervention</li></ul>	Role play activities	30 mins



# Internal Committee Training

- **Objective**

To equip the IC with legal and practical knowledge of POSH complaints, documentation and drafting final report.

- **Actionable**

Pre-assessment of IC members to understand their baseline knowledge, 6 hour in-person/virtual session, pop-up quiz and doubt clarification.

- **Material Provided**

Material Provided- draft documents, list of important judgments and list of important steps and flow of documentation.



# Train the Trainer - POSH

An action packed 8 hour training, that will make sure you know the ins and outs of POSH law and its application.

- Complementary Reading Material
- Legal and Procedural Knowledge
- Practical learning and live sessions





# POSH Awareness Workshop for Leaders

Topic	Topic	Methodology	Timelines
• Part 1	<ul style="list-style-type: none"><li>• Understanding the nuances of POSH and its impact on organisations</li><li>• Importance of creating a safe workplace</li><li>• What can leaders do- role of a leader in creating psychological safety</li><li>• Do's and Don'ts- best practices for leaders</li></ul>	Case Studies Industry Trends and Observations	60 Mins
• Part 2	<ul style="list-style-type: none"><li>• Creating awareness- how to create an action plan</li><li>• Understanding the importance of the redressal mechanism and how to choose IC members</li><li>• Nuances of investigation and ensuring non-retaliation by leaders</li><li>• Implementing the final report- role of the management</li></ul>	Quiz and Questionnaire	60 mins
• Part 3	<ul style="list-style-type: none"><li>• Leaders as first responders- how to handle crisis situations</li><li>• Anticipating and mitigating unexpected challenges</li></ul>	Role play activities	30 mins

# POSH Awareness Workshop for Managers

Topic	Topic	Methodology	Timelines
<ul style="list-style-type: none"> <li>Part 1</li> </ul>	<ul style="list-style-type: none"> <li>Understanding POSH law and its practical application in an organisation</li> <li>Understanding the role of managers in implementing the POSH policy in letter and spirit</li> <li>Beyond POSH- creating gender inclusive teams and creating safe working environment</li> </ul>	Case Studies Industry Trends and Observations	60 Mins
<ul style="list-style-type: none"> <li>Part 2</li> </ul>	<ul style="list-style-type: none"> <li>Understanding the supporting role of a manager within the complaint filing and redressal mechanism</li> <li>Learning how to manage team dynamics during an on-going investigation</li> <li>Learning how to identify and tackle any hostility or retaliation during an on-going investigation</li> <li>Addressing personal biases and how they can affect the role of a manager during a POSH investigation</li> </ul>	Quiz and Questionnaire	60 mins
<ul style="list-style-type: none"> <li>Part 3</li> </ul>	<ul style="list-style-type: none"> <li>How to handle escalations- when a POSH complaint is made outside the organisation</li> <li>Anticipating and mitigating unexpected challenges</li> </ul>	Role play activities	30 mins



# Gender Sensitisation Workshops

- **Introduction to Allyship:**

90 mins interactive sessions to explore the meaning of the term ally and identify actionable first steps that employees can take to be a more active and visible ally.

- **Unconscious Bias**

90 mins interactive session that educates individuals on how to manage their biases and practice new behaviors. This could be the first positive steps organizations can take to manage hidden biases and reduce their negative effects at the workplace.

- **Gender Equity**

2-hour interactive session to decode the gender inequity at the workplace, and identify actions to address gender inequity thereby creating an inclusive organisation.



# WE ARE TRUSTED BY





# Our Team



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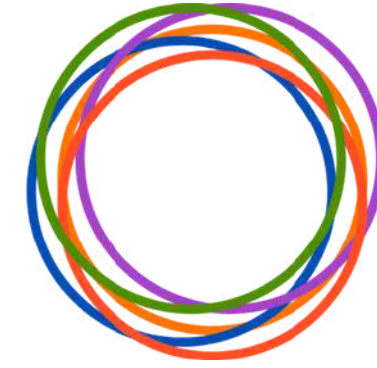


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# Thanks for considering us!

NOW LET'S GET TO WORK.

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