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सत्यमेव जयते



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FOREWORD

The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (PoSH Act) is a landmark legislation aimed at ensuring the safety, dignity, and equality of women at the workplace.

The successful implementation of this law requires a consistent and robust framework that can be adopted by organizations across all sizes and sectors. I am happy to note that the Secretarial Standards Board (SSB) of the ICSI, in its commitment to promoting good governance, is introducing the Governance and Compliance Standard (the "Standard") on the "Prevention, Prohibition, and Redressal of Sexual Harassment at Workplace." This initiative aims to significantly enhance the implementation of the PoSH Act, in diverse organizational settings.


This Standard provides comprehensive and standardized procedures for conducting meetings of the Internal Committee, ensuring consistency and efficiency. It also clarifies and streamlines the provisions related to complaint and inquiry mechanisms, offering greater coherence and transparency.

Recognizing the importance of education and capacity building, the Standard includes detailed modalities for training programs for employees and capacity-building initiatives for Internal Committee members. These programs are designed to foster a thorough understanding and effective application of the PoSH Act, thereby promoting a culture of respect and equality at workplace.

Moreover, the Standard lists out the necessary elements for drafting a gender-neutral PoSH policy and provides a specimen policy to guide organizations in creating inclusive and equitable workplace policies.

The adoption of this Standard by organizations will undoubtedly lead to more effective implementation and compliance with the PoSH Act. It will not only reinforce the legal framework but also contribute to creating a safer and more inclusive work environment for all.

I commend the ICSI, the members of the SSB, and everyone who has contributed to the development of this well-researched and comprehensive Standard. I urge all organizations to adopt and implement it. Together, we can ensure that the workplace remains a safe and equitable space for everyone.


(Dr. Rajiv Mani)
Secretary