

Roles and Responsibilities of Employers Under the PoSH Act

Employers must take steps set by the PoSH Act, 2013, to protect employees from sexual harassment and maintain a proper workplace. Under this legislation, employers must do more than make basic policies; they are expected to be involved and active continually.

Responsibilities and compliance with PoSH form the base for harassment prevention and they also build trust among employees.

The Legal Responsibility of Employers

It is up to the employer to stop and resolve sexual harassment at work, according to the PoSH Act. Certain responsibilities are required by law in both how centers are set up and how staff treat children. Mishandling these rules may lead to charges, fines and a damaged reputation for a business.

A major priority is to create an Internal Committee (IC) in each office or unit that employs at least 10 people. This group needs a mix of employees and a [posh consultant](#) from the outside who has worked in law, social work or women's rights. When necessary, the IC examines complaints, carries out fair reviews and suggests possible sanctions.

Policy Formation and Communication

Employers have to write and enforce an anti-sexual harassment policy for their staff. It is essential that this policy clearly describes harassment, provides ways to report it, lays out the steps for an investigation and guarantees confidentiality of the people reporting. The policy should clearly explain that retaliation is forbidden and what happens if someone does not follow the policy.

Yet, a policy on its own isn't sufficient. By law, [PoSH compliance](#) calls for this policy to be shared with employees in a language they can read. Posted announcements should be clearly visible in workplaces, whether people work in the office or at home and should be accessible through virtual platforms for remote staff.

Mandatory Training and Sensitization

Another main thing under the PoSH Act is the requirement to regularly sensitize employees. Employers are legally obligated to conduct [posh training for employees](#) on an ongoing basis. Their meetings explain which actions are wrong, give the options for lodging complaints and explain how their rights will be protected.

Leadership and managers should also receive coaching, since they hold important responsibility for a positive workplace atmosphere. Often, employers prefer to use a posh consultant to design training programs that match both their organization's culture and their industry.

Recordkeeping and Annual Reporting

Managers need to ensure clear records are kept for complaints and what the Internal Committee has decided to do. Every year, the district officer receives a summary report from the school. Many companies forget this part, but it is key to following the PoSH regulations fully.

If the annual report isn't filed or if these duties are not met, the company can be held responsible with penalties such as having licenses or government deals taken away. In addition, it complicates the organization's message to both workers and outside entities.

A respectful work environment should come from leaders, not just from following rules. When an employer takes the work seriously and accesses the proper awareness, education and advice from an expert consultant, they do more than follow required guidelines. They create a place where people are treated safely, with respect and trust which is important to and valued by workers now.