
LAWS ON POSH

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We focus on the law so you can focus on your business.

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Ivy Law, inspired by the word ivy meaning evergreen growth, was founded in 2018 by members with legal proficiency and substantial business insights. We follow a simple pragmatic principle. Our team focuses on the legalities so you can focus on what's important to you, whether it's a new product launch, business expansion or day-to-day commercial operations.

Ivy Law provides legal support to companies and individuals for joint ventures, mergers and acquisitions, dispute resolution, regulatory compliance, corporate commercial and other practice areas, for both domestic and cross border transactions. We have worked with clients across a wide range of industries including retail, real estate, hospitality, startups and e-commerce.

The legal services provided in matters pertaining sexual harassment cover a wide array of services comprising of drafting and negotiation of sexual harassment policies and guidelines for companies, advising companies in handling matters pertaining to sexual harassment and the role of the Internal Committee (IC), conducting trainings and workshops, etc.

The details of the legal services rendered are provided below:

- Drafting and vetting of guidelines on sexual harassment as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH).
- Advise companies in handling claims and recourse against sexual harassment complaints, inquiry and conciliation procedure, redressal options and procedure, rights of an aggrieved woman and the respondent as per the provisions of POSH.
- Assist companies in litigation matters pertaining to cases filed under POSH.
- Conduct programmes/training workshops as mandated under POSH, to sensitise employees and expertise programmes for the members of the IC.
- Assist in constituting the IC with qualified members as mandated under POSH.
- Respond to queries pertaining to the constitution of the IC for companies having multiple locations/offices and other matters related with the implementation of POSH.
- Assist HR personnel and other relevant executives in implementing code of conduct and ethics guidelines in order to have a conducive work environment and to be compliant under the provisions of POSH.
- Conduct round table conferences for HR and management executives to discuss the relevant issues pertaining to POSH and to discuss the approach to deal with such issues.