

POSH Training & Compliance Services

Dr. Vivek S. | Executive Coach · Organisational Trainer · POSH Expert

She-Box Approved · Maharashtra Govt. POSH Trainer Panel · External IC Member · 25+ Years Practice

POSH training is a statutory annual requirement under the Sexual Harassment of Women at Workplace Act, 2013. Non-compliance exposes your organisation to legal and reputational risk. **Most organisations complete annual training between June and September.**

Why Dr. Vivek S.?

■ She-Box Approved	Listed on the Govt. of India She-Box portal as an approved POSH trainer and External IC member.
■ ■ Maharashtra Govt. Panel	Listed on the Maharashtra Government's official POSH Trainer Panel — recognition of legal and procedural competence.
■ ■ IC Panel Member	Serves as External IC member as mandated under the POSH Act — providing independent oversight and psychological expertise.
■ Psychology Depth	25+ years of organisational experience. Understands trauma, power dynamics, and psychological safety — depth that purely legal trainers cannot offer.

Services & Investment

Service	Duration	Investment
Employee Awareness Session	2–3 Hours	■ 25,000
Manager + IC Combined Session	Half-Day	■ 45,000
IC Member Training (Specialised)	Half-Day	■ 45,000
Full POSH Compliance Package (Policy review + all sessions + IC support)	Customised	■ 1,00,000
External IC Membership	Annual Retainer	■ 50,000 / year

Travel billed at actuals for engagements outside Pune / Mumbai. GST at 18% applicable on all services.

What Each Engagement Covers

Employee Awareness	Legal framework, definitions, prohibited conduct, complaint procedure, employee rights and responsibilities.
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Manager Session	Managerial obligations, responding to complaints, creating psychologically safe teams, bystander accountability.
IC Member Training	Complaint procedure, principles of natural justice, trauma-informed inquiry, report writing, legal compliance.
Full Package	End-to-end compliance: policy review, all three sessions, IC constitution support, documentation, and compliance certificate.
External IC Membership	Legally mandated external oversight. Complaint review, IC meetings, impartial adjudication, annual compliance support.

Engagement Terms

Advance Payment	50% advance to confirm the engagement. Balance payable on or before delivery.
Cancellation	Cancellations within 7 days of engagement: 50% fee applicable.
Certificate	Attendance certificates issued to all participants upon completion.
Confidentiality	All proceedings and complaint-related work held in strict confidence.