

# Duties of Witness in Sexual Harassment Enquiries

## Duties of Witness during POSH Enquiry...contd..

### 6. Avoiding bias or assumptions:

Sharing facts rather than assumptions or biases.

Remaining neutral & impartial, avoiding taking sides or advocating for specific outcomes.

### 9. Reporting new information:

Informing investigators or the inquiry panel if new relevant information becomes available.

### 10. Following company policies:

Adhering to company policies and procedures regarding workplace harassment and sexual harassment inquiries.



Ensure A Respectful & Safe Workplace. In such case,  
Zero Tolerance means anything

**Less than Zero**

**HR Vidyalaya - The POSH Specialist**



Image courtesy: Office 365