

# Employee Sensitization Program under POSH

## How it should be?

HR Vidyalaya's  
POSH Snippet

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013

Section 19(c)

IT IS RELATED TO  
BUSINESS

01

**It shall be an Awareness  
Session stating what is  
Professionally not  
acceptable in a Business  
environment**

NOT A JUST A INFO  
SESSION

**It shall not be a JUST  
INFO SESSION about  
"What is Sexual  
Harassment and its  
meaning"**

03

IT SHALL IMPACT

**It shall impact the  
behaviours of the  
employees..... how to  
behave professionally  
while performing  
duties**

PRE-EMPTING SESSION

**An Awareness session  
which has to pre-empt any  
ill-conceived notions or  
unconscious actions of  
individuals**

04

RIGHT TO KNOW

**Such sessions are  
"A RIGHT TO KNOW  
THEIR ROLES AND  
RESPONSIBILITIES"  
in a nutshell**

05

