

# Challenges faced by Internal Committee and the Employer under POSH Act

HR Vidyalaya's  
POSH Snippet

Dec 27,  
2020

014

1

Lack of legal awareness on the part of what is SH and how to treat it at the workplace

2

Identifying the right one....between, Harassment, Victimization and SH and nuances of Sexual Harassment

3

Identifying the harasser categories..... Employee, Visitor, Vendor employees, Customers, etc

4

Identifying the Workplace – Office Premises, during the Course of Employment, etc.

5

Employees' Ignorance or fear to consider Sexual Harassment as an Issue

6

Employer having well Defined SH policy, highlighting that such behaviour is offensive & unwanted

7

Incident happening after office hours

8

Awareness and Development programs for Employees, Internal Committee members, other Stakeholders and Review

