

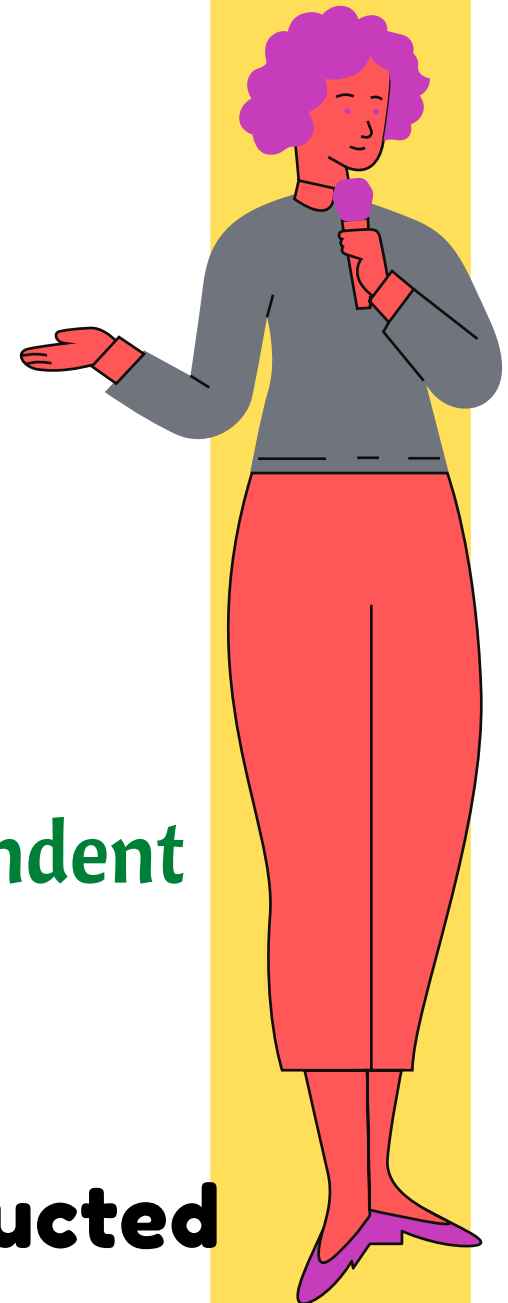
# Conciliation - Process

HR Vidyalaya's  
POSH Snippet

Dec 20,  
2020

007

- Before Initiating Inquiry
  - At the request of Aggrieved woman
    - No monetary settlement can be basis for conciliation
      - To record the settlement & forward it to the Employer
        - A copy of the settlement is shared to Complainant & Respondent



**Where a settlement is arrived @ conciliation, no further inquiry shall be conducted**