

# Conciliation - Process

HR Vidyalaya's  
POSH Snippet

Dec 20,  
2020

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- **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**