

# Why there is such a hype on POSH Act?

Not Just Another Legislation and can be managed

HR Vidyalaya's  
POSH Snippet

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2020

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**Because, It is neither**

- › **Head count specific** (even for less than 10 employees, it is applicable)
- › **Industry specific** (it is applicable to all industries..factory, shop, offices, mines, catering, hospitals, government, etc. etc.)
- › **Location specific** (applicable to PAN-INDIA, not zone specific)
- › Most importantly **work space boundary specific** (workplace, all places related to official work, home in case of... work from home, etc.)

**And, most importantly..... Non-compliance, leads to.....**

- **Penalty or Imprisonment or both**
- **(cease to be Director for next 5 years)**
- **Brand image (bad press) - reputational hazard**
- **Attrition / Aversion by job applicants**
- **Cancellation / Withdrawal / non-renewal of RC**
- **Investor funding impact / Competitor advantage**

