

**Have you filed the Annual returns??? Due date is 31st Jan... Reach us for support, if any Non-Compliance may attract a fine of/upto Rs.50,000/-**



- 1. Any physical violence, harming the woman, woman employee, without any sexual intentions**
- 2. Social or Religious or Racial slur on the woman, woman employee**
- 3. Consensual relationship**
- 4. Any harassment or victimization related to workplace without any sexual favour or intention**

**(1 to 2 may attract other Acts (under IPC) but not POSH.....4th can be taken up to the HR as a normal complaint )**



**HR Vidyalaya's  
POSH Snippet**

**1**

**2**

**3**

**19Jan, 2021**

**Vol.19/2021  
Total : 37**

We are a Start-  
Up Organization  
for HR & Training  
certified by  
Govt. of India

[www.hrvidyalaya.in](http://www.hrvidyalaya.in)

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