

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/-

What may not be Sexual Harassment?

- 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)



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**HR Vidyalaya's
POSH Snippet**

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19Jan, 2021

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

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

www.hrvidyalaya.in

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