

**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/-**

**Myths under
POSH Act**

**Our Company has no
female employee hence
no need to constitute IC**

**Complainant woman is
not employee, hence
ignore the complaint**

**Branch offices does not
require separate
Internal Committee**

**It is just another law,
we can manage**

**We have only very few
employees, hence no
requirement for
trainings**

**We have HR Policy and Code on
Ethics.....there is no specific Anti
Harassment Policy is required**

**Employee is on OFF-
ROLL, hence it is
considered as Sexual
Harassment**

**Oral Complaints also
needs to be taken up**

Only women can be Committee members

**SH will be misused by
Women employees**

**Sexual harassment will not
happen in our company, as all
are well educated and cultured**

**More trainings
means more
complaints**

Presiding Officer should be from HR

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**HR Vidyalaya's
POSH Snippet**

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20 Jan, 2021

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**Vol.20/2021
Total : 38**

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

www.hrvidyalaya.in

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