

Who can be an External Member under POSH Act?

Section 4. Constitution of Internal Complaints Committee Section 4(2)(c)

One member from amongst

- non-governmental organisations or
- associations committed to the cause of women or
- a person familiar with the issues relating to sexual harassment:

Act says, ONE MEMBER (can only be an individual)...here an Advocate can also be an External Member (who is familiar with issues related to SH)....

The Act does not mention anything about Organizations (as few have engaged companies as External Member...please take due consultation with your Corporate Legal team in such cases)

Ensure A Respectful & Safe Workplace. In such case,
Zero Tolerance means anything

Less than Zero

HR Vidyalaya - The POSH Specialist

