

**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/-**

**TIPS for Constitution of Internal Committee under POSH Act (Internal)**

- Let the nomination of IC members be autonomous
- If total number of Internal Committee members is ODD in number, it may help during divisions, while making decisions on Inquiry/final order
- As far as possible ensure the nominated members have expertise in addressing/understanding issues of woman in general. They should be trained in provisions of PoSH Act/Rules.
- They should be approachable & accessible and have expertise in grievance handling in day-to-day workplace atmosphere. This may help to conduct the Inquiry smoothly
- Let the constitution be not 100% woman. Try to have atleast one male member, which may give good comfort (to ensure that there is no scope for allegation of bias or favoritism) for the Respondents during Inquiries



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HR Vidyalaya's  
POSH Snippet

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17Jan, 2021

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Vol.17/2021  
Total : 35

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

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