eLearn POSH .com

Approved and Empanelled
to deliver POSH Trainings by

महिला एवं
बाल विकास मंत्रालय
MINISTRY OF
WOMEN AND
CHILD DEVELOPMENT
सत्यमेव जयते



Comprehensive
POSH Compliance Solutions

For Your Organization

What is POSH?

POSH [Prevention of Sexual Harassment at Workplace] is a compliance requirement for every organization enforced by The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, commonly referred to as the 'POSH Act'. This Act by the Indian Parliament enforces certain responsibilities on every Organization with more than 10 employees in India.

Responsibilities of an Organization

Under the POSH Act, an Organization should:

- Draft a Sexual Harassment Prevention Policy and cascade it to the employees.
- Constitute an Internal Committee (IC) to inquire about sexual harassment complaints.
- Appoint an External Member to the IC.
- Build Awareness among the employees about the POSH Law and policy.
- Build the Capacity and Capability of IC Members through periodic training.
- Put up posters and notices in conspicuous places in the organization to build awareness.
- Inquire and act on complaints promptly.
- File an annual report to the District officer (nominated by the Govt) about the POSH training and sexual harassment cases received and handled.
- Provide an update to the shareholders in the Director's report about POSH Initiatives & cases.



Consequences of Non-compliance

Non-compliance with the provisions of the POSH Act may lead to a penalty of Rs. 50,000. Repeated breach of the Act can lead to twice or higher penalties and/or cancellation, withdrawal or non-renewal of registration/license required for carrying on business.

Comprehensive Offerings on POSH

Under the POSH Act, organizations with 10+ employees are required to conduct periodic training for employees and InternalCommittee (IC) members.

Build a safe, compliant, and respectful workplace with our comprehensive POSH solutions-designed to go beyond awareness and enable real behavioural change.

Our Offerings

IC Members

Employee

White Collar Employee

System/Desktop

Users with email ID

Blue Collar Employee

(MEL) Mass Education License

Users without email ID

POSH Foundation

Your foundation for a safer workplace

- Standard eLearning - 50 mins

POSH Pro

Beyond compliance - build a culture of respect

- Standard eLearning - 50 mins
- POSH in Action - Live-Action Training Modules
- ePOSH Bytes - MicroLearning (2–5 min each)
- Refresher eLearning
- Manager eLearning

POSH for IC Members

The POSH Act mandates periodic Capacity Building exercises for the Internal Committee (IC) Members. With powers equivalent to that of a Civil Court, the Internal Committee has a huge responsibility. This responsibility must be handled with care and awareness. eLearnPOSH.com has created a comprehensive POSH for the IC Members Program which addresses issues beyond just Compliance. Here is the overview of our IC Member Capacity Building program.

On completing this course, IC members will be able to:

- Explain the structure of an Internal Committee.
- Understand Timelines and schedules for managing complaints.
- Conduct inquiry and recommend suitable actions.
- Formulate proactive measures.
- List the roles and responsibilities of an IC Member.
- Understand the Jurisdiction of the Internal Committee.
- File the annual Report. Know the Contacts for Annual Report filing.



With the POSH for IC Members subscription, you get:

OnDemand eLearning Courses

- POSH for IC Members eLearning
  (170 min)
- Periodic Microlearning - Legal Update (case studies or Judgements)
- A bunch of tools and resources to facilitate the smooth functioning of the IC

Periodic Webinars

- 90 mins open session for subscribers
- Webinar Recording for those who miss the live session
- Focused topics with in-depth analysis and Q&A
  E.g. Topics: inquiry process, Report creation, Case Studies, Judgements, Scenarios.
- March 3rd Week | July 3rd Week | November 3rd Week

Tools & Resources



Posh Policy Drafting

This feature personalizes your POSH policy in under 15 minutes. By answering a few key questions about your organization, the tool will generate a professionally branded document tailored to your standards, with options for further customization.

Template Library

Our expansive library provides all the templates needed for seamless Internal Committee operations, from its constitution to inquiry handling and reporting. These resources streamline the documentation, emails, and reports essential to committee functioning.





District Officer Contact Directory

This directory maintains updated contact information for District Officers across major cities, providing essential support for mandatory Annual Reporting in line with POSH Law.

Posters Library

Our library offers a range of POSH awareness posters in English and various Indian languages. Available for download in JPEG or PDF formats, these can be edited as required using a PDF editor tool.





IC Meetings Minutes Register

Offering a unique solution for quarterly and annual IC meetings, it allows scheduling, documenting, and sharing of meeting minutes with participants, facilitating acceptance of the minutes with a single click.

Ask a POSH Expert



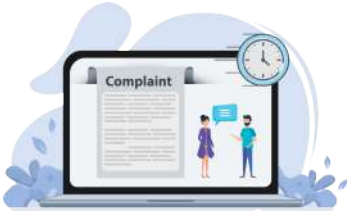
This feature enables you to seek advice on the POSH inquiry process and compliance-related queries. The chat threads allow our in-house experts to provide timely responses, and any follow-up questions can be conveniently addressed within the same conversation or by scheduling a call with one of our experts.

POSH Audit Tool

This tool asks a series of structured qestions to evaluate your organization's compliance with POSH Law. Your responses generate a comprehensive report outlining your organizaion's compliance status.



Complaints Management System



This holistic system manages everything from complaint filing to report generation. It enables the scheduling and documentation of interviews, cross-examinations, and meetings integral to POSH inquiries. Ultimately, a detailed inquiry report is generated with a single click.

Knowledge Base

This resource provides simplified summaries of POSH Act, Laws, significant judgements, and frequently asked questions. It serves as an information library for POSH Compliance and Inquiry-related questions.



Webinar Library



This library archives webinar recordings conducted by POSH Experts for Internal Commitee members, ensuring access to valuable insights and advice at any time.

POSH TRAINING FOR EMPLOYEES

POSH Foundation

Employee Awareness to Prevent Sexual Harassment at Workplace is a critical compliance requirement under the POSH Act. Rightly so, their awareness about what constitutes harassment and the preventive measures can help create a workplace that encourages diversity and fosters innovation.







On completing this course, employees will be able to:

- Identify sexual harassment in the workplace
- Describe the common types of sexual harassment
- Define workplace, including the concept of remote work
- Distinguish between reasonable and harassing behavior of a sexual nature
- Know what to do when they experience sexual harassment
- Understand the impact of personal relationships at workplace
- Know their rights and responsibilities to counter workplace sexual harassment
- Understand what is not sexual harassment

LEGALLY ACCURATE

INTERACTIVE & ANIMATED w/VOICE

FLEXIBLE DELIVERY SCORM / SaaS

CUSTOMIZABLE TO MATCH YOUR NEEDS

POSH TRAINING FOR EMPLOYEES

POSH Pro

Beyond compliance - building a culture of respect

While awareness is the foundation, creating a truly safe and respectful workplace requires continuous engagement and behavioural change.

POSH Pro goes beyond one-time training by reinforcing learning through real-life scenarios, manager sensitisation, refresher training and microlearning's . It helps organisations not just meet compliance requirements, but actively shape a culture where respect, accountability, and inclusion are practised every day.

Flexibility to choose 1 standard training module from:

- POSH Foundation or
- POSH in Action - Live-Action Training Modules or
- POSH Fundamentals

Refresher Training Flexibility:

- Refresher Module (Q & A based adaptive learning or Scenario based learning)

ePOSH Bytes:

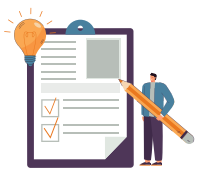
- Multiple MicroLearning Modules (3–5 min) - Quick Release via WhatsApp, Teams and Email

Manager eLearning (English)

POSH Resource Tab for HR & Compliance Teams



Diversity Survey



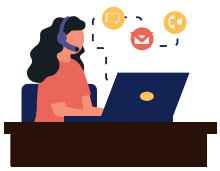
Policy Drafting Tools



POSHters - Multilingual EditablePosters



POSH Audit



District Officer Contact Details



External Members Directory



Organizational Compliance Certificate

Live Action Training Module

Real Conversations - Real Impact.

Realistic workplace stories that drive behavioural change. An engaging live-action training that explores the gray areas of workplace harassment, consent, and power dynamics.

Why Live Action Training Works Better Than Slides

Sexual harassment is nuanced. It's rarely black and white. Traditional slides or basic infographics fail to capture the uncomfortable silences, the body language, and the emotional impact of real-world scenarios. This POSH Live action series is an immersive POSH training experience filmed with professional actors, high-end production, and legally vetted scripts. We don't just teach the law; we build empathy.



Step in before it escalates



Online Harassment is still harassment



Personal relationships stay personal



Cab or cubicle; respect matters

BY COMPLETING THIS COURSE, EMPLOYEES WILL BE ABLE TO:

- Identify verbal, visual, physical, and written forms of harassment under POSH.
- Understand how power dynamics and silence contribute to hostile environments.
- Recognize quid pro quo and virtual harassment, even when it's subtle.
- Respond appropriately whether you're directly affected or a bystander.
- Explain the role of the Internal Committee and the protections offered by POSH, including it gender-neutral scope.

ePOSHBytes

Fast & Engaging Micro-Learnings!

Micro-learning that fits your schedule, boosts recall, and keeps POSH awareness alive.

What is ePOSHBytes?

Bite-sized 3–5 minute video modules designed by eLearnPOSH to refresh POSH topics with real-world relevance. Delivered weekly, monthly, quarterly, or bi-annually - straight to your team via Slack, Teams, WhatsApp, or email.

Key Features

- Login-free, trackable access via email, WhatsApp, or Teams
- Minimal time commitment — just a few minutes a day
- Engaging, repeatable learning bursts (delivered 3 times)
- Real-world scenarios for practical understanding
- English-only delivery for consistency (Hindi coming soon)

Key Benefits

- Learn on-the-go — anytime, anywhere
- Ideal for Quarterly or Monthly refreshers sessions
- No more longer training session.
- Even customise your standard learning module - pick & club scenarios

Sample Topics Covered



False Complaints and Witnesses



Hostile Work Environment



Personal Relationships at Work



Bystander Intervention



Complimenting on Appearance



Quid Pro Quo Harassment

POSH for Blue Collar Workforce

Delivering online training for the Blue-collar workforce is not feasible due to limitations with individual device access, technical know-how, and the cost associated with the volume of users to be trained. We have a solution in the form of **MASS EDUCATION LICENSE(MEL).**

MEL

Animated POSH training
(English + 8 regional Langesges - 50mins)

Live Action POSH Training
(Hindi - 20mins)

- Our curated courses can be projected on a big screen in a Classroom.
- Sessions can be in any of the 9 languages available for every trainer.
- Up to 10 Trainer accounts shall be provided for the organization.
- Paper-based attendance and assessment options for Trainers.
- Automatic playback with optional controls.
- Extremely cost-effective option for training Blue-collar workforce, cab drivers, and housekeeping staff members.



Consistent & Curated Delivery

Affordable Annual Fee

- Unlimited Users & Sessions
- English+8 Indian Languages
- Big-screen Projection
- Bulk download of Certificates
- Mobile App

POSH for Managers

A GREAT ORGANIZATIONAL CULTURE STARTS WITH THE MANAGERS & SUPERVISORS

People managers play a key role in ensuring harassment-free work culture. They often get to address harassment issues at a very early stage. A proactive measure at that stage can reduce the effect of harassment and even eliminate it. Our POSH for Managers eLearning includes a 45-minute Foundation module and a 30-minute Manager eLearning.

On completing this course, Managers will be able to:

- Implement proactive measures to prevent sexual harassment.
- Manage complaints on sexual harassment efficiently.
- Use the support mechanism to resolve complaints.



POSH for Managers – **Bundled under POSH Pro for employees with supervisory role**



Standard POSH training
[30 - 50 min]

+



Manager eLearning
[30 min]

Searching for External Members?

POSH Act requires a neutral External Member to be part of your Internal Committee. To maintain the absolute neutrality and independence of the External Member, we provide an open platform that lists several individuals who are available for this service.

EM Directory is a free service offered by eLearnPOSH.com, providing a selection of External Members with whom you can directly interact and engage.

For more information, visit: https://elearnposh.com/em-directory/

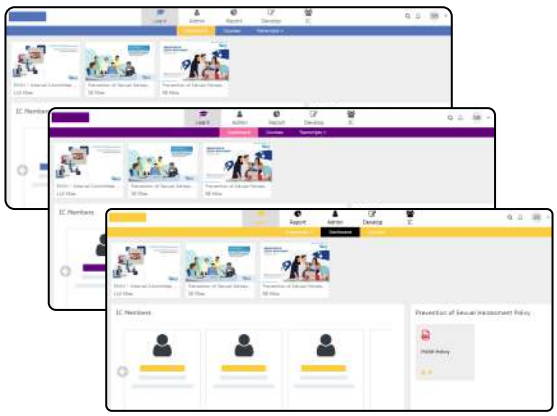


The eLearnPOSH.com Experience

When you choose eLearnPOSH.com, you don't just get the knowledge through the courses, you get the complete Experience you deserve through our Enterprise-class platform and our seamless processes. All our eLearning courses, Knowledge base, Webinar Recordings, Certificates, and Reports are delivered on a fully branded enterprise-class Learning Management Portal.

Branded & Customized for You

Your employees will take the courses on a portal that is Branded as your own.
The logo, colors, look and feel. Not just that, the interface shall be customized based on the courses you subscribe to.
The Learner Dashboard shall have the list of your organization's Internal Committee members and a downloadable Sexual Harassment policy.



Quick Onboarding & Seamless Integration

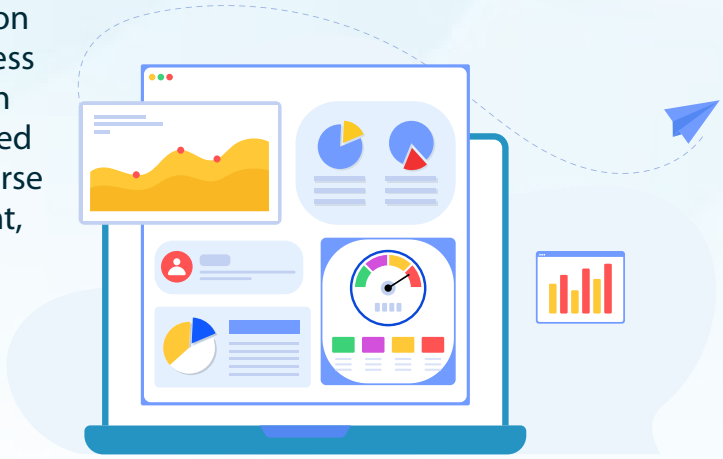
From the time we receive the details of Learners, IC Members, and Policy, we can go live with our service in 24 hours. We have flexible activation options like triggered emails, pre-set passwords, user-set passwords, and 2FA.

We can integrate with your organization's authentication methods like Single Sign-on SAML2, Google & OAuth, LDAP, Token Auth, and more. These will allow your users to log in with their existing accounts.

The Learning platform is also capable of integrating with your HR Systems and Reporting Systems using REST API. This allows seamless data flow and automation, reducing the manual touch points.

Self-service Reporting

Nominated users in your organization will be provided with reporting access to generate the Training Completion Reports. The reports can be organized based on the completion of the course under each manager, by department, and according to the most recent completions. These reports are downloadable in Excel and PDF file formats. Admins can trigger automated reminder emails to Employees and Managers to drive completion.



Managers can generate their team's reports any time from the system.

Enterprise-class Security & Privacy

We (SUCCEED TECHNOLOGIES) are an ISO 27001 Certified organization with experience in running Secured Learning Management Portals for global clients. The technical and organizational measures are in line with the GDPR Standards for Security and Privacy. These measures including encryption standards, hosting, data backup & recovery are in line with Enterprise-class SaaS standards.



Best-in-class Support



We take pride in being a responsive and customer-focused organization. Our customers like our courses and love our Customer Support. We provide both phone and email-based support to the Learners and Admins to eliminate technology or process issues hindering compliance.

900+ Clients Including



Client Testimonials

"We are happy with the engaging online course on POSH awareness from eLearnPOSH.com in several languages. The learning portal in Minda branding and integrated with our HRIS portal has made learner access seamless. I have recommended eLearnPOSH.com to my professional contacts."

- Mr. Sachchidanand, Pande Group, HR Head, UNO Minda Group

"The POSH Learning modules are very clear, concise, and to the point. Received good feedback from our leadership team on the content. Extremely happy with the promptness in responding to queries and resolving issues."

- Ms. Roja Puppala, Sr. Manager, SmartDrive Systems India Pvt. Ltd.

"eLearnPOSH.com is an easy-to-use interface, the clarity and simplicity helps to navigate easily while on the site. The technical team is equally very good, their responses on queries are very prompt and they provide timely solutions."

- Ms. Gayatri Mishra, L&D Specialist, Tata Smartfoodz Ltd.

Our other Global Offerings

Succeed Technologies is a Global eLearning Solution Provider. We have our signature courses in the space of Harassment Prevention, Equality, Diversity, and Inclusion. These courses can help organizations with Global Workforce to meet and exceed the compliance requirements in the USA, UK & EU regions.

UK Equality Act

Equality, Diversity and Inclusion eLearning



UK Equality Act 2010 mandates employers to conduct periodic training on Discrimination prevention & encouraging diversity. This eLearning course covers all the protected characteristics and steps an employee can take to stop discrimination at workplace. The course also covers the legal framework in most countries and explains the best practices to develop an inclusive work culture.

US Federal & State

Sexual Harassment Prevention eLearning



Sexual Harassment Prevention training is mandated in more than 9 states in the US like New York, California, Delaware, Maine, Connecticut, Illinois, and more. This course package includes both Employee and Supervisor eLearning modules. These courses are created in line with the respective state laws, covering both the required content and the duration.

Unconcious Bias eLearning



Unconscious biases, arising from diverse backgrounds, subtly impact professional decisions and collaborations. Understanding and addressing these biases fosters workplace inclusivity. This course provides practical strategies to recognize, challenge, and mitigate biases, promoting equity in the environment.

eLearn POSH®.com

Reach Out for a Demo or Quote

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