

We are committed to build Safe & Inclusive Workplaces!
Through Training & Capacity building on Gender issues & PoSH



We ensure Safe and Inclusive workplaces through following services:

Training on Gender & PoSH enlivened with theory, audio-visual tools, activities & dynamic group discussions	External Member of IC to guide & support in policy making & implementation of PoSH	Documentation & Complaint Redressal based on the Principle of Natural Justice
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We customize the training sessions, content and duration as per the target group, domain industry and the organizational requirement. Our training programs range from short duration of 2 hours to a more descriptive coverage spanning over 2-3 days. Our resource persons comprise gender experts, Supreme Court advocates and law practitioners.

PoSH Training: Approach & Strategy

Understanding the basic concept of gender and its implications	Gender Sensitisation of stakeholders	Identify the nature and types of sexual harassment at workplace	Discuss the various provisions under the SH Act 2013
Knowing the legal precedents leading to the evolution of The SH Act, 2013	Personal and professional impact of sexual harassment on employees & organizations	Capacity building of IC members to follow The Principle of Natural Justice	Conduct of redressal process as provided under the SH Act 2013

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The training wing of SADRAG is headed by Dr. Mala Bhandari, a Sociologist with a doctorate in Sociology from the Department of Sociology at the Delhi School of Economics, University of Delhi. Her research focuses on Gender and Development. Dr. Bhandari was a UGC Fellow for three years, conducting post-doctoral research on gender issues at the University of Pune. She brings a practitioner’s perspective to addressing PoSH (Prevention of Sexual Harassment) issues, drawing on over 25 years of hands-on experience. Her training approach emphasizes the integration of theory and practice, encouraging learning from real-life experiences. She is member of Local Complaints Committee, District Gautum Budh Nagar, U.P. besides being the ICs External Member in 20+ corporates and govt. departments.

Our PoSH Partnerships Portfolio



