

NAMASKARA... I'M

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POSH Consultant, Transformational Trainer,
Counsellor & Youth Activist



POSH ACT - 2013

The Prevention of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is a legislative act in India, popularly known as the POSH Act aims to prevent sexual harassment and abuse within workplaces. This legislation is designed to establish harassment-free environments, fostering safety and security for all individuals. It also seeks to raise awareness about sexual harassment and offers legal remedies for those affected.

The POSH Act 2013 also mandates the creation of Internal Complaints Committees (ICCs) in organizations to address complaints of sexual harassment and cultivate a secure working atmosphere. This act represents a significant stride towards ensuring a safe and respectful working environment for all individual in India.

Engaging employees towards an inclusive and secure workplace is not just an accolade. It's the result of dedicated work and commitment.

One such is POSH – One of the mandatory trainings for every organization

THE ONLY PROGRAM THAT HELPS YOU UNDERSTAND



DIVERSITY &
INCLUSION



UNCONCIOUS BIAS



GENDER EQUALITY



STEREOTYPES



POSH ACT



LAWS &
POLICIES

SERVICE DESCRIPTION

- POSH training & sensitisation workshops for employees
- Skill building workshops for IC members
- Drafting & amending policies as per the act and company's code of conduct to evaluate the effectiveness of the POSH policy
- Internal Committee Constitution, response to statutory notices, annual report submissions and awareness programmes.
- Conduct preliminary audits to identify the need and gap
- Act as an external member
- Assist in investigation, reporting and forensic imaging
- Assist in recording the report and filing annual reports
- Diversity, Inclusion and gender equality workshops and trainings

ABOUT ME

- Founder & Managing Partner – **Queen’s Global Management Solutions**
- Founder President – **Madura Woman & Child Welfare Trust & Vishwamanava Yuva Vedike**
- Director – **Federation of Karnataka Chamber of Commerce & Industries (FKCCI)**
- Managing Committee Member – **Bangalore Management Association (BMA)**
- Changemaker President – **Rotary Club of Bengaluru Jayanagar 2021-22**

I am a Transformational Trainer, Counsellor & Youth activist. This multifaceted and diverse professional journey for over two decades has enriched my experience and I have been instrumental in traversing to multiple industries and domains. However my dedicated focus on POSH began exclusively from 2023 and since then I have been providing POSH and gender related assistance to various companies and have served as External Member to IC teams.

As an entrepreneur by profession, I possess a profound understanding of compliance intricacies, the significance of gender equality and the dynamics of effective teamwork. Drawing from this expertise, I have chosen to impart my valuable insights to assist rapidly growing companies in adopting sensible, need-based actions. My journey has been enriched by my engagement with various organizations inclined towards Women Empowerment. This exposure has deepened my comprehension of the challenges faced by women across various societal strata. Through these interactions, I have come to appreciate the sensitivity of the POSH ACT, recognizing that it transcends mere compliance. I have received invitations to speak at numerous forums and have been honoured with multitude of awards and recognitions for my contributions.

EDUCATION:

- Doctor of Philosophy - **THE UNIVERSITY OF DELHI**
- Post graduate degree in Management - **THE UNIVERSITY OF MYSORE**
- Post graduate degree in Commerce - **THE UNIVERSITY OF MYSORE**
- Diploma in Counselling - **PARICHAY ACADEMY**
- Certified POSH and Gender Equality Trainer accredited by -**SHRM and HRM**
- Diploma in Software Technology - **APTECH**



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