



POSH FOR IC/HR

PROGRAM

PLAN

Certification Assessment Partners





Table of Contents

- About Maslo Consulting
- Course Overview
- POSH for IC/HR Module
- What will you get?
- Who Should Take This Course?
- Who Will You Learn From?
- What Will You Learn?
- POSH for IC/HR Certification
- Your Success Team
- Certification Process
- Contact Us



About Maslo Consulting

Empowering People. Elevating Potential.

At Maslo Consulting, we partner with you to deliver tailored HR solutions, expertly guiding your recruitment, ensuring compliance, and developing your talent to drive significant growth and efficiency.

Unlock your organization's full potential with Maslo Academy's premium training and certifications. Our innovative blended learning model, featuring experiential exercises and AI-powered support, ensures your team gains practical skills and achieves recognized credentials.





Course

Overview



The **POSH FOR IC/HR Certification course** empowers HR professionals and Internal Committee (IC) members to confidently uphold the PoSH Act, 2013.

Designed with case-based learning, legal guidance, and actionable templates, the course builds essential compliance capabilities—ensuring **fairness, transparency, and safety in workplace sexual harassment investigations.**

Participants gain not only policy understanding but also the tools to **lead inquiries, foster awareness, and create psychologically safe environments.**



POSH FOR IC/HR **MODULE**



Modules: 6 Practical Modules + Case Law Insights

Access: 8 Weeks (Self-Paced + Live Sessions)

Subtitles: English

Support: 1-on-1 Expert Support During Course Period

Community Access: Yes (Peer Group + Legal Advisors)

Certification: Digital Certificate (Blockchain Secured)

Learning Format: Interactive + Expert-Led + Real-Life Cases

Includes: Reporting Templates, Compliance Checklists, ICC Playbook

Tools: Policy Templates, Annual Report Formats, Inquiry Guides

Join a trusted community of certified PoSH practitioners across India and beyond
— and build the confidence to lead **fair, compliant, and sensitive investigations**
that foster safety and trust from day one.



**PRACTICAL MASTERY OF
THE POSH ACT, 2013**

**LEGALLY VETTED POSH
POLICY DRAFTING
TEMPLATES**

WHAT WILL YOU GET?

**REAL-WORLD SCENARIOS
TO PRACTICE ICC INQUIRY
HANDLING**

**STRUCTURED TOOLS
FOR COMPLAINT
DOCUMENTATION AND
REPORTING**

**DIGITAL CERTIFICATE
VERIFIABLE VIA SECURE
BLOCKCHAIN LINK**

**1-ON-1 EXPERT GUIDANCE
FROM POSH PRACTITIONERS
AND LEGAL ADVISORS**



**ANNUAL REPORTING
FORMATS ALIGNED TO
SECTION 21 REQUIREMENTS**

**ACCESS TO A COMMUNITY
OF HUMAN RESOURCES AND
IC PROFESSIONALS**



Who Should Take This Course?

This course is ideal for **HR professionals**, **IC members**, and **Organizational Leaders** responsible for creating **safe, inclusive, and compliant workplaces**.

It's designed to equip those involved in workplace investigations, conduct oversight, or policy enforcement with the **legal clarity** and **practical skills** required to implement the PoSH Act, 2013 effectively.

- Internal Committee (IC) Members – new or experienced
- HR Professionals managing workplace conduct and complaints
- External Members appointed to ICCs by organizations
- Legal Counsels or Compliance Officers supporting PoSH governance
- Organizational Leaders overseeing ethics and workplace culture
- L&D Teams developing compliance and conduct capabilities
- DEI and Culture Champions driving inclusive practices in teams





The program is led by **Certified PoSH trainers, Legal Experts, and External IC members** with hands-on experience guiding HR teams and ICs through sensitive workplace cases.

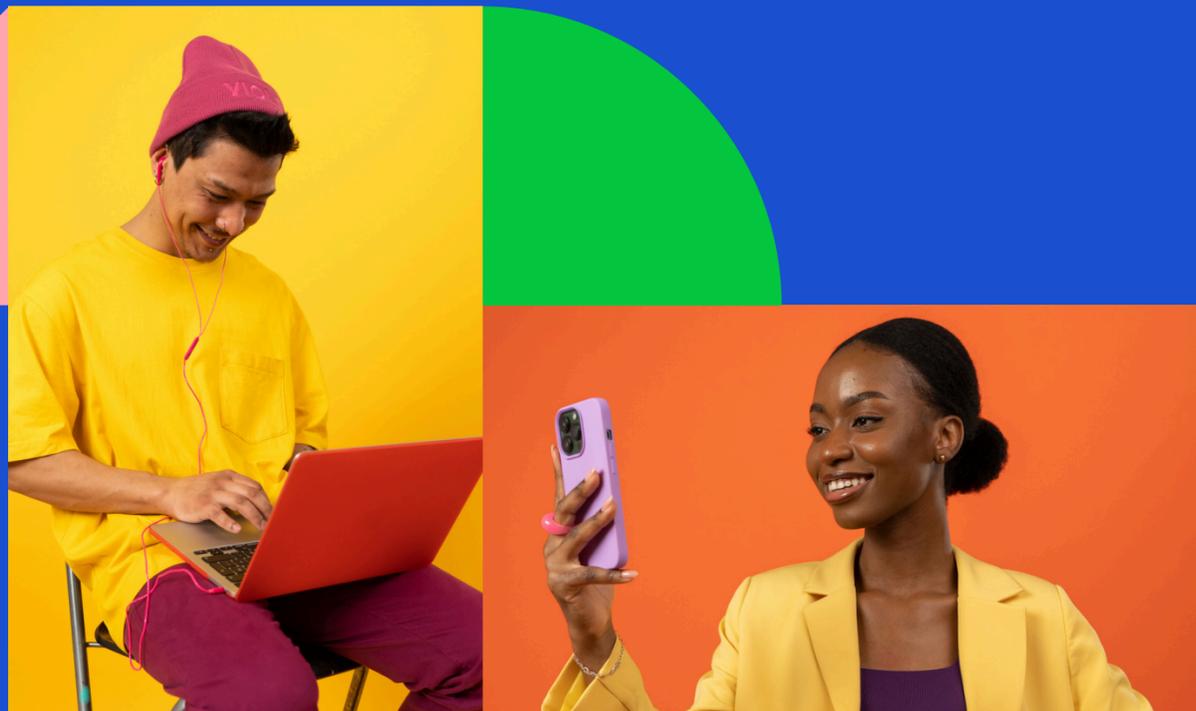
The curriculum combines **real-world investigations, policy enforcement, and compliance know-how**—delivered through microlearning, live sessions, and expert mentoring to build your confidence in handling PoSH responsibilities effectively.

Who Will You Learn From?

Access to
Live Compliance Mentoring Sessions

Real-time Support
for Complex PoSH Scenarios

Webinars hosted by Senior IC Experts and Legal Advisors





WHAT WILL YOU LEARN?

Understanding the PoSH Act, 2013 & Legal Applicability	Issuance of Orders & Legal Procedures in Inquiries	ICC Composition, Tenure, Roles & External Member Duties	Responding to Complaints with Neutrality & Diligence
Roles & Responsibilities of Employers, Employees, and ICC	Conducting Fair & Confidential Internal Investigations	Avoiding Common Mistakes in PoSH Implementation	Building Psychological Safety During Investigations
Drafting and Implementing Legally Sound PoSH Policies	Promoting Employee Awareness & Capacity Building	Preparing Annual Reports & Board Disclosures	Handling Digital and Documentary Evidence with Integrity and Confidentiality





POSH for IC/HR Certification



Certification

Upon completion you will be awarded a **Digital Certificate of Completion**, issued by accredited authorities



Assessment

The certification assessment is an **AI proctored exam** which is conducted online and can be taken from anywhere.



Digital Badges

Digital Badge

A **Blockchain-Secured Digital Badge** which enhances your visibility on platforms like LinkedIn, Internal LMS, and HR community forums.

Certification Assessment Partners





YOUR SUCCESS TEAM AT MASLO CONSULTING

Our **PoSH trainers**, **Legal advisors**, and **Compliance Mentors** support your learning journey with practical insights, legal clarity, and a strong community of practice to help you lead fair and effective inquiries.

Expert Facilitators

Certified PoSH trainers, external ICC members, and legal experts with deep expertise in handling workplace sexual harassment cases and compliance training across diverse sectors.

Program Coordinators

Ensure seamless access to your course schedule, live sessions, and downloadable toolkits—supporting you every step of the way through your certification process.

Community Manager

Connects you with a vibrant peer network of certified IC professionals and HR leaders to exchange ideas, tools, and best practices for ongoing growth and learning.

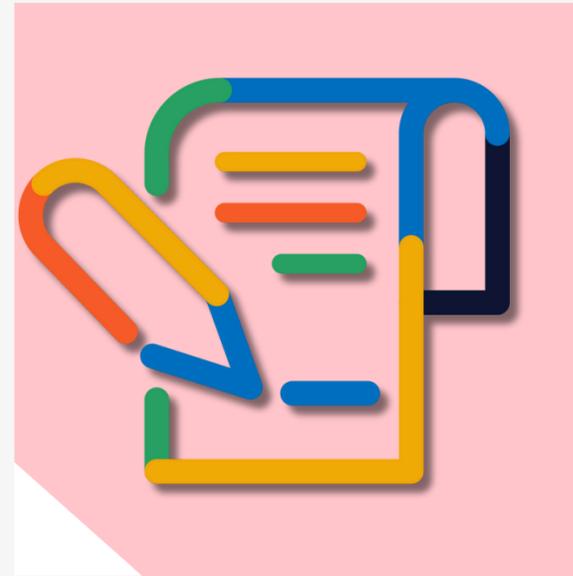
Mentors & Subject Matter Experts

Offer guidance beyond course content—helping you apply legal principles, handle sensitive inquiries, and build confidence through one-on-one feedback and case-specific coaching.



Certification Process

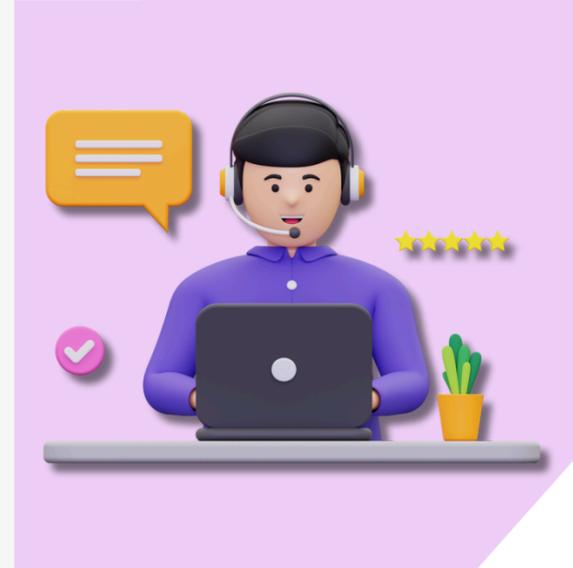
STEP 1
ENROLL AND
BEGIN YOUR
LEARNING JOURNEY



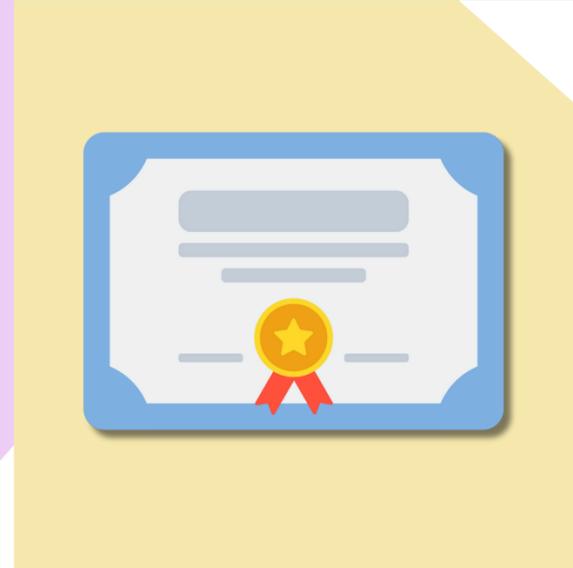
STEP 2
LEARN THROUGH
BLENDED AND
PRACTICAL FORMATS



STEP 3
CONTINUOUS
SUPPORT AND
ENGAGEMENT



STEP 4
GET CERTIFIED AND
SHOWCASE YOUR
CREDENTIALS





Get Certified!

Contact Us!

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