



WORKPLACE INVESTIGATION COURSE

PROGRAM

PLAN

Certification Assessment Partners





Table of Contents

- About Maslo Consulting
- Course Overview
- Workplace Investigation Module
- What will you get?
- Who Should Take This Course?
- Who Will You Learn From?
- What Will You Learn?
- Workplace Investigation 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



Master the critical skills for handling POSH cases with this specialized Workplace Investigation Training.

Equipping Internal Committee members and HR professionals to manage **POSH-related inquiries** effectively and sensitively, the course covers the **legal framework, charge sheet drafting, interviewing approaches, and evidence management** specific to these situations, ensuring fair, confidential, and POSH Act, 2013 **compliant investigations.**

Learners gain **practical experience** through **real-life POSH scenarios**, dedicated virtual **inquiry tools**, and certified resources, **building confidence** in managing workplace sexual harassment complaints.



WORKPLACE INVESTIGATION **MODULE**



Modules: 10 core modules + 15 case scenarios

Access: 12 Months

Language: English

Subtitles: English

Support: 1-year email & webinar support

Community Access: Yes

Certification: Digital (IC Trained), Verified via Secure Link

Learning Format: Interactive Lessons + Gamebased+Instructor-led

Includes: Charge Sheet Templates, Interview Guides, Legal Frameworks

Tools: Virtual Inquiry Protocols, Documentation Formats,
Realistic IC Scripts

Join the growing network of certified professionals across India and beyond, and build confidence in managing workplace inquiries with **empathy**, **structure**, and **legal clarity**.



PRACTICAL, SCENARIO-BASED LEARNING

POSH ACT COMPLIANCE CHECKLIST

WHAT WILL YOU GET?

CHARGE SHEET & INTERVIEW TEMPLATES

FINAL REPORT WRITING GUIDE

EXPERT-GUIDED VIDEO LESSONS

DIGITAL CERTIFICATE OF COMPLETION

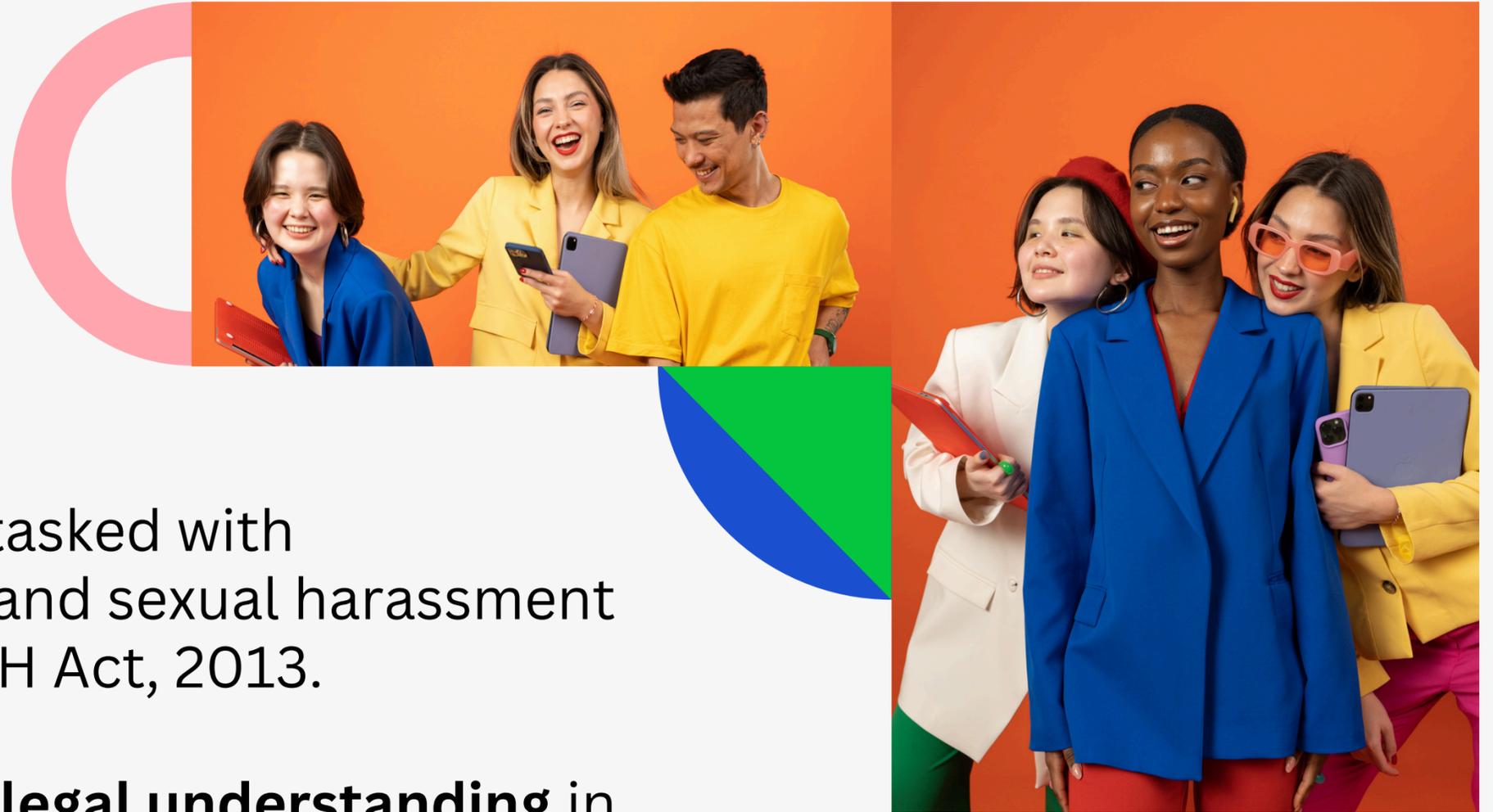


VIRTUAL INQUIRY TOOLS & FORMATS

PEER LEARNING & SUPPORT FORUM



Who Should Take This Course?



This course is ideal for professionals tasked with **investigating workplace misconduct** and sexual harassment complaints, especially under the POSH Act, 2013.

It's designed to build confidence and **legal understanding** in a supportive, **step-by-step** manner.

- An Internal Committee (IC) Member
- An HR or DEI Professional
- A POSH External Member or Consultant
- A Manager or Supervisor
- Legal & Ethics Advisors
- Learning & Development Professionals
- Premium B-School HR Graduates



The program is led by **experienced PoSH Consultants, Labor Law Experts, and IC Trainers** who have conducted hundreds of real-world investigations across diverse sectors.

The curriculum is designed with a strong emphasis on both legal compliance and behavioral sensitivity.

Who Will You Learn From?

Access to **Weekly Troubleshooting Sessions**

Real-time support for complex case queries

Webinars led by subject matter experts





WHAT WILL YOU LEARN?

Understanding & Definition of Workplace Investigations	Procedure/Process	Applying Workplace Investigation Skills as IC Member	Importance of Workplace Investigations
POSH Process (Sexual Harassment Reporting & Inquiry)	Types of Workplace Investigations	POSH Investigation Step-by-Step Guide	Investigation Styles: Behavioral Science & Psychology
Cognitive Interviewing Techniques	Cognitive Interviewing Template	Eligibility to Conduct Investigations (POSH Act, 2013)	Non-Verbal Cues Analysis
Building Psychological Safety	Managing Bias & Emotional Intelligence	Eligibility – Who Can Conduct an Investigation	Pattern Recognition & Behavioral Indicators





Workplace 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**

Maslo's **PoSH experts and HR legal pros** back your learning with hands-on guidance, clear resources, and an active peer community.

Lead Investigations Facilitators

Train with certified PoSH investigators via rapid-fire case drills and mock interviews to master real-world inquiry skills.

Workplace Investigation Program Coordinator

Your Coordinator handles schedules, access, deadlines, and PoSH resources so you stay on track.

Investigation Community Manager

Our Community Manager plugs you into expert forums, legal updates, and a vibrant PoSH alumni network for continual peer learning.

Investigation Mentors & Legal Advisors

Book confidential sessions with seasoned investigators and legal experts for feedback, report reviews, and advice on tough PoSH cases.

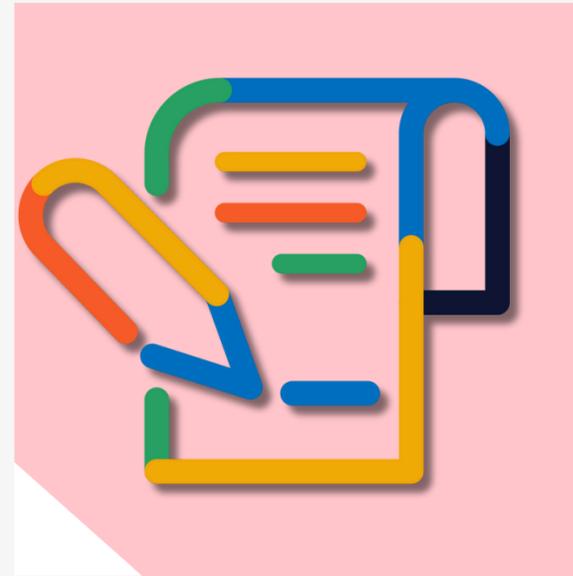
Compliance & Investigation Resource Support

Our Resource Specialist swiftly supplies all investigation templates, legal references, and PoSH guides you need.



Certification Process

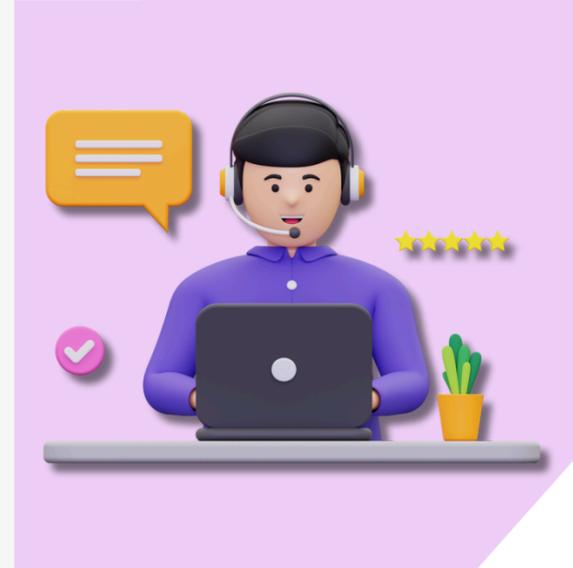
STEP 1
ENROLL AND
BEGIN YOUR
LEARNING JOURNEY



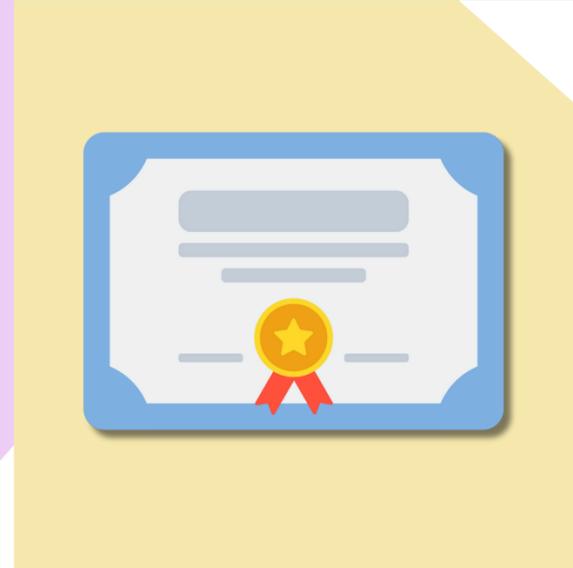
STEP 2
LEARN THROUGH
BLENDED AND
PRACTICAL FORMATS



STEP 3
CONTINUOUS
SUPPORT AND
ENGAGEMENT



STEP 4
GET CERTIFIED AND
SHOWCASE YOUR
CREDENTIALS





Get Certified!

Contact Us!

EMAIL

INFO@MASLOCONSULTING.COM

CONTACT

+91 998 906 6684

ADDRESS

JAIHIND ENCLAVE, MADHAPUR,
HYDERABAD, TELANGANA 500081

WEBSITE

www.masloconsulting.com