

What is POSH?

- axio has a zero tolerance policy towards disrespect or harassment of any employee.
- POSH (Prevention of Sexual Harassment) is a policy by axio in line with the New India Law of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- The policy covers all women employee or aggrieved women which includes Permanent, Temporary, Contract, Part-time, Trainee, Apprentice, Intern, Probationer, Consultant, Client, Customer, Supplier.
- Workplace as definition INCLUDES in addition to the place of work [Head office / Field offices] any place where the aggrieved woman or the respondent visits in connection with his / her work, during the course of and / or arising out of employment / contract / engagement with axio, including transportation provided for undertaking such a journey.

What is Sexual Harassment?

- Sexual Harassment is any direct / indirect physical, verbal, non-verbal, emotional and psychological encounters / interactions, and communication that outrages the modesty of a woman.
- Sexual Harassment at the workplace is a grave offence punishable with fine / and or rigorous imprisonment.
- Sexual Harassment violates the fundamental right of Gender Equality, Right to Life and Dignity.

How To Report And Resolve Complaints?

- Any aggrieved woman can lodge a complaint either verbally or in writing to any of the POSH Committee Members (Internal Complaints Committee). In case she is unable to make the application or is incapable due to physical / emotional problems, the complaint can be made on her behalf by her legal heir / relative.
- On filing the complaint, the committee must investigate the complaint immediately by meeting the complainant, verifying data / facts / documents or circumstantial evidence including examining witnesses and the defendant.
- Committee must submit a final report with its recommendations to the Management which must take suitable action within 90 days.
- Malicious complaint filed by any woman would be subject to disciplinary action by the Management.
- The complaint can be lodged initially through email as well at posh.committee@axio.co.in



*FOR MORE INFORMATION OR ASSISTANCE CALL US

**CREATING A
RESPECTFUL
WORKPLACE**