

20th March
2024

Hotel Aloft,
Aerocity, New Delhi



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POSH
conclave Chapter II
TOTAL COMPLIANCE ROADMAP
POSH EXCELLENCE AWARDS

*The largest event focusing on **PoSH Total Compliance.***

The **Centre for Skill Development & Training** collaborates with **Cambridge University Press & Assessment** for CHAPTER II of the **POSH Conclave & Excellence Awards** focused on the Prevention of Sexual Harassment at Workplace Act 2013. The event features **Ms. Rekha Sharma, Chairperson NCW as chief guest, Ms. Suhela Khan, Country Director UNWomen, and Dr. Pinky Anand, Senior Advocate Supreme Court, as guests of honour,** along with various distinguished speakers and participants.



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Inaugural Session



Ms. Rekha Sharma

CHIEF GUEST

CHAIRPERSON NATIONAL
COMMISSION FOR WOMEN



Dr. Pinky Anand

GUEST OF HONOR

SENIOR ADVOCATE
SUPREME COURT



Ms. Aarti Bhardwaj

KEYNOTE SPEAKER

D & I
NESTLÉ INDIA

Technical Session



Sh. Ajay Chaudhry

SPL. GUEST OF HONOR

IPS, SPL. COMMISSIONER OF POLICE
(SPUWAC & SPUNER)



Ms. Suhela Khan

GUEST OF HONOR

COUNTRY PROGRAMME MANAGER,
WOMEN'S ECONOMIC
EMPOWERMENT
UN WOMEN



Ms. Vandana Singh

GUEST OF HONOR

MEMBER & SPOKESPERSON,
DELHI COMMISSION FOR
WOMEN
DCW



YUGANKMEDIA



dhun badli ke
toh dekho



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Speaker Panel

FOUNDERS



Mr. Vishal Bhasin
Co-Founder
POSH Mentor
#NoMeansNo



Mr. Vipin Pachouri
Co-Founder
#NoMeansNo

MENTORS



Mr. R.K Bhasin
Secretary General
FITS



Ms. Kamal Singh
Mentor & Coach
CSDT

MODERATOR



Dr. Himani Goswami
Certified
PoSH Trainer

CUSTODIANS OF COMPLIANCE



Adv. Noopur Singhal
Chairperson
Local Committee
New Delhi District



Ms. Anita Pandey
Chairperson
Local Committee
Noida



Ms. Meghna Ghai
Member
Local Committee
Gurugram



Dr. Pinky Anand
Senior Advocate
Supreme Court



Dr. Pavan Duggal
Senior Advocate
Supreme Court
Cyber Law Expert



Mr. R.K Handoo
Senior Advocate
Supreme Court

LEGAL GUIDANCE

CORPORATE LEADERS



Mr. TK Arunachalam
Regional Director, India
Cambridge English
Language Assessment



Ms. Aarti Bhardwaj
D & I
Nestlé India



Ms. Ekaterina Naumova
HR Business Partner, South Asia,
Australia and New Zealand
Kaspersky Lab



Mr. Rishikesh Raval
President Group HR &
Corporate Communications,
Zydus Lifesciences Pvt. Ltd



Ms. Gaurav Thakur
Head - HR
Steelcase Asia Pacific
Holdings India Pvt Ltd



Mr. Rajeev Tripathi
Vice President Legal & CPIO
Goods And Services Tax
Network



Ms. Asha Pathania
VP Housekeeping,
POSH Chairperson
PVR INOX Limited



Ms. Dhvani Rao
Associate General
Counsel,
Nestlé India



Mr. Jeson Duthie
Head of Product
I'M SAFE APP



Mr. Chella Pitchai
TedX Speaker Global Head -
Diversity, Equity & Inclusion,
Biocon Biologics



Ms. Aashii Chutani
AVP HR,
POSH IC Presiding Officer,
Awfis Space Solutions Limited



Dr. Rachna Chaudhary
Dean School of Human
Studies, Dr B R Ambedkar
University, Delhi



Ms. Sheetal
Founder
Clownselors



Ms. Sugandha Jain
Head of Human
Resources Clove Dental

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Agenda

Time	Session	Speakers/Panelists
0845hrs - 0915hrs	Registration over tea/coffee	All Delegates
0915hrs - 0930hrs	Setting up the context	Mr. Vishal Bhasin , Co-Founder, NoMeansNo
0930hrs -0940hrs	Welcome Address - Federation of Industry Trade & Services	Sh. R K Bhasin , Secretary General, Federation of Industry Trade & Services
0940hrs - 0950hrs	Special Address	Ms. Kamal Singh , Mentor, Centre for Skill Development & Training
0950hrs - 1000hrs	Welcome Inaugural Panel	<ul style="list-style-type: none"> • Dr. Pinky Anand, Senior Advocate, Supreme Court of India • Mr. T K Arunachalam, Regional Director India - Cambridge • Ms. Aarti Bhardwaj, D&I, Nestlé India
1000hrs -1015hrs	Welcome of chief guest & Lighting of lamp	Inaugural Panel, Chief Guest & NoMeansNo Founders
1015hrs- 1025hrs	The Role of Leadership in Cultivating a Safe Workplace	Ms. Aarti Bhardwaj , D&I, Nestlé India
1025hrs - 1035hrs	Empowering the Next Generation: The Role of Educational Institutions in POSH Sensitization	Mr. T K Arunachalam , Regional Director India - Cambridge
1035hrs - 1050hrs	Special Address	Dr. Pinky Anand , Senior Advocate, Supreme Court of India.
1050hrs- 1110hrs	Key Note Address by the Chief Guest	Ms. Rekha Sharma , Chairperson - National Commission for Women
1110hrs - 1120hrs	POSH Pro Guide Release	Inaugural Panel Members
1120hrs - 1145hrs	POSH Excellence Awards	<ul style="list-style-type: none"> • Ms. Rekha Sharma • Dr. Pinky Anand
1145hrs - 1215hrs		Networking Tea

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Time	Session	Speakers/Panelists
1215hrs - 1245hrs	Panel Discussion I: Navigating the Gray Areas in POSH: A Multidisciplinary Approach	<ul style="list-style-type: none"> • Mr. Vishal Bhasin, Co-Founder- NoMeansNo • Ms. Asha Pathania, VP - Housekeeping, POSH Chairperson • Ms. Sugandha Jain, Head HR, Clove Dental • Ms. Aashi Chutani, AVP HR, AWFIS - Space Solutions Ltd • Mr. Rishikesh Raval, President Group HR & Corporate Communications, Zydus Lifesciences Pvt. Ltd <p>Session Moderator: Dr Himani Goswami</p>
1245hrs - 1305hrs	Enhancing workplace communication: Cambridge partnership with Corporates for boosting English proficiency	Team Cambridge
1305hrs - 1320hrs	Total Compliance Road Map	Mr. Vishal Bhasin , Co-Founder, NoMeansNo
1320hrs - 1335hrs	I M Safe app Launch / Demo	<ul style="list-style-type: none"> • Mr. Jason Duthie • Mr. Samson Selladurai, I m Safe • Mr. Vipin Pchouri, Co-founder - NoMeansNo
1335hrs - 1415hrs	Networking Lunch	
1415hrs - 1425hrs	Welcome Technical Panel	<ul style="list-style-type: none"> • Ms. Suhela Khan, Country Programme Manager- UN Women • Shri Ajay Chaudhary, IPS, Spl Commissioner of Police, SPUWAC • Ms. Vandana Singh, Member & Spokesperson, Delhi Commission for Women
1425hrs - 1440hrs	Integrating POSH with Women's Economic Rights: A UN Women Perspective	Ms. Suhela Khan , Country Programme Manager, Women's Economics Empowerment, UN Women
1440hrs - 1455hrs	The Police Perspective: Challenges and Solutions in Implementing POSH Laws	Shri Ajay Chaudhary , IPS, Spl Commissioner of Police, SPUWAC, Delhi Police
1455hrs - 1510hrs	DCW's Approach to POSH: Advocating for Women's Safety Beyond Corporate Boundaries	Ms. Vandana Singh , Member & Spokesperson, Delhi Commission for Women
1510hrs - 1520hrs	Q & A for panelists	

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Time	Technical Session	Speakers/Panelists
1520hrs - 1550hrs	Panel Discussion 2: Integrating POSH with Diversity and Inclusion Strategies	<ul style="list-style-type: none"> • Mr. Chella Pandian Pitchai, TedX Speaker Global Head - Diversity, Equity & Inclusion, Biocon Biologics • Ms. Aarti Bhardwaj, D & I, Nestle India • Ms. Gaurav Thakur, Head HR, Steelcase • Dr. Rachna Chaudhary, Dean School of Human Studies , Dr B R Ambedkar University, <p>Session Moderator : Dr Himani Goswami</p>
1550hrs - 1600hrs	NoMeansNo - a complete POSH Solution	<ul style="list-style-type: none"> • Mr. Vipin Pachouri - Co-Founder, NoMeansNo • Ms. Parul Kataria - Head Sales, CSDT
1600hrs - 1630hrs	Panel Discussion 3: Navigating the Legal Complexities of POSH Compliance - Thin Line between PoSHAct & Cyber Laws - Q & A	<ul style="list-style-type: none"> • Dr. Pavan Duggal - Senior Advocate, Supreme Court of India & Cyber Law Expert • Mr. R K Handoo - Senior Advocate, Supreme Court of India • Mr. Rajeev Tripathi - Vice President Legal & CPIO, GSTIN • Ms. Dhvani Rao, Legal Counsel, Nestle India
1630hrs - 1700hrs	Panel Discussion 4: Enhancing Collaboration Between Organizations and Local Committees for POSH Compliance Annual Returns & Role of District Officer- Q & A	<ul style="list-style-type: none"> • Adv. Noopur Singhal, Chairperson, Local Committee, New Delhi • Ms. Anita Pandey, Chairperson, Local Committee, Noida • Ms. Meghna Ghai, Member, Local Committee, Gurugram <p>Session Moderator: Vishal Bhasin, CSDT</p>
1700hrs - 1715hrs	Breaking Barriers with Laughter: A Clown Counsellor's Approach to POSH Sensitization and Healing	Ms. Sheetal - Founder Clownselors
1715hrs	Certificate Distribution , vote of thanks followed by networking tea.	



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Key highlights

The Centre for Skill Development & Training, in collaboration with **Cambridge University Press & Assessment**, presents **CHAPTER II** of the POSH Conclave & Excellence Awards, centered around the Prevention of Sexual Harassment at Workplace Act 2013.



Total Compliance Road Map as per recent Supreme Court Directives - Equip yourself with tools and guidelines to achieve total compliance for organizations in line with the POSH Act.

In-depth Understanding of the POSH Act - Comprehensive insights into the nuances, interpretations, and recent landmark judgments related to the Prevention of Sexual Harassment (POSH) Act 2013.

Expert Perspectives - Direct insights from a power-packed speaker panel including representatives from the Ministry of Women & Child Development, National Commission for Women, senior corporate advocates, Delhi Police, and more.

Implementation Strategies - Practical insights on implementing the POSH Act effectively, especially in grey areas like third-party harassment, extended workplaces, and cases involving individuals resigning during investigations.

Awareness & Training - Best practices on promoting awareness of the Act within organizations and effective training methodologies for Internal Committee members.

Networking Opportunities - Engage with 200+ delegates from diverse organizations, including CHROs, Head HRs, legal professionals, POSH trainers, and law students.

Ecosystem Around POSH Act - A deep dive into the roles and responsibilities of the Local Committee, District Officers, Appellate Authority, and police, with representation from senior officials.

Recognizing Excellence - Learn about exceptional practices by organizations in implementing the POSH Act, with the Excellence Awards highlighting and rewarding these efforts.

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POSH Excellence Awards

A special segment will celebrate organizations' exceptional practices by bestowing Excellence Awards across multiple categories.

POSH Vanguard

For organizations that have demonstrated exceptional leadership and have gone above and beyond to ensure high levels of awareness about POSH within their organization.

Innovation in Awareness

Awarded to organizations that have employed creative and effective methods to spread awareness about POSH, using unique campaigns, tools, or mediums.

Healthy Reporting Culture

For organizations that have established and maintained a transparent system encouraging employees to report incidents without fear of retaliation.

Champion of Change

Recognizing individuals or teams within organizations who have been pivotal in driving a speak-up culture and have actively worked towards changing perceptions and behaviors related to POSH.

Safe Workplace Advocate

Recognizing organizations that have gone to great lengths to advocate for a safe workplace through active policies, employee engagement, and dedicated POSH committees.

Best Practice Pioneer

For organizations that have developed and implemented exceptional practices, setting new benchmarks for POSH compliance.

Comprehensive Compliance

Awarded to organizations that have shown total adherence to the POSH Act, not only in letter but also in spirit, through rigorous policy enforcement, regular training, and audits.

POSH Training Excellence

For organizations that have instituted comprehensive and regular POSH training programs that are engaging, informative, and accessible to all employees.

Responsive Workplace

For organizations with the quickest and most effective response systems in place for POSH complaints, ensuring swift and fair resolutions.

POSH Impact

Awarded to the organization that has made the most significant measurable impact in reducing incidents of sexual harassment through proactive POSH measures.

Community Outreach Champion

Recognizing organizations that have extended their POSH initiatives beyond their immediate workplace, engaging with the community to raise awareness and advocate for change in societal attitudes towards sexual harassment.

Resilient Support System

For organizations that provide exceptional support to individuals who have experienced sexual harassment, including counseling services, legal aid, and rehabilitation efforts.

Internal Committee Excellence

Awarded to the Internal Committee that has demonstrated exemplary performance in handling POSH cases with sensitivity, confidentiality, and fairness.

POSH Ambassador

Recognizing individuals within organizations, regardless of their position, who have been vocal and proactive ambassadors for POSH awareness and compliance.

Diversity and Inclusion Champion

For organizations that have successfully integrated POSH awareness and compliance within their broader diversity and inclusion initiatives.

Cultural Integrity

For organizations that have seamlessly integrated respect and dignity into their corporate culture, making POSH compliance a natural part of everyday business ethics.

Outstanding POSH Policy Framework

Recognizing organizations that have developed and implemented comprehensive, clear, and accessible POSH policies that serve as a model for others in the industry.

POSH Tech Innovator

Awarded to organizations that have leveraged technology to facilitate reporting, training, and awareness-raising about POSH, such as apps, online platforms, or e-learning tools.

Zero Tolerance Trailblazer

For organizations that have strictly enforced a zero-tolerance policy against sexual harassment, ensuring immediate and decisive action is taken in each case.

Empowerment through Education

Recognizing organizations that have provided exceptional education and resources to empower their employees about their rights and responsibilities under the POSH Act.



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Award Nominations

Nominate Your Organization for the POSH Excellence Awards

Are you leading the charge in creating a safe and inclusive workplace?

It's time for your efforts to be recognized at the highest level!

We are proud to announce the POSH Excellence Awards at the upcoming Conclave in New Delhi, offering an unparalleled opportunity for organizations like yours to showcase commitment and best practices in POSH compliance.

Get Recognized Among the Best

Stand out in front of an esteemed audience, including representatives from the Ministry of Women & Child Development, National Commission for Women, senior IPS officers, top advocates, and members of the local committee. With over 150 top corporate leaders in attendance, this platform is poised to elevate your organization's stature to new heights.

Why Nominate Your Organization?

Visibility: Shine in front of key stakeholders and industry leaders.

Recognition: Demonstrate your organization's unwavering commitment to a harassment-free workplace.

Motivation: Celebrate and motivate your teams with the recognition they deserve.

Attraction: Boost your brand image to attract top talent.

Networking: Connect with like-minded organizations and individuals who are also paving the way for safer workplaces.

Individual Nominations Welcomed

If you've been a beacon for POSH compliance and advocacy, we invite you to step forward. This accolade will be more than just a trophy – it's a testament to your dedication and impact in the field of workplace safety.

Endorsed by Industry Titans

Our awards are endorsed and recognized by industry giants such as Cambridge and the Federation of Industry Trade & Services, and supported by initiatives like Start-Up India.



POSH CONCLAVE

Learn the finer nuances of the POSH Act.



Chapter I Recap

Conclave chapter I on POSH brought together stakeholders for comprehensive discussions, featuring distinguished speakers from the **National Commission for Women, Delhi Commission for Women, Delhi Police, legal experts, and corporate officials.** Topics included compliance, best practices, challenges, work culture, and Internal Committee roles. **Positive feedback highlighted panel quality and discussion relevance.** **"POSH Unplugged," a book written by Mr. Vishal Bhasin & unveiled by Ms. Swati Maliwal, aims to aid stakeholders in POSH compliance and practices.**



'Organisations must focus on prevention of sexual harassment'

NEW DELHI: Delhi Commission for Women chief Swati Maliwal has said institutions and organisations must focus on prevention of sexual harassment.

She was speaking on Wednesday at a conclave which was inaugurated by former additional solicitor general of India Pinky Anand.

Anand highlighted the need for effective implementation of the Prevention of Sexual Harassment (POSH) Act in the corporate world, according to a statement.

The statement quoted Maliwal as saying that most victims of sexual harassment never complain. Therefore, organisations must focus on prevention, she said.

The conclave was attended by more than 100 delegates represented by over 40 organisations, including Nestlé, Tata Group, IFCI, Bank of Baroda, Airtel, Hens, Tata Group, and others.

यौन उत्पीड़न की शिकार महिलाएं दर्ज नहीं कराती शिकायत: स्वाति

नयी दिल्ली: यौन उत्पीड़न की शिकार महिलाओं ने शिकायत दर्ज नहीं कराती है, यह कहते हुए दिल्ली के यौन उत्पीड़न निवारण आयोग की अध्यक्ष स्वाति मलीवाल ने कहा है।

स्वाति मलीवाल ने कहा कि यौन उत्पीड़न का प्रमाणित करने में महिलाओं को बड़ी मुश्किलों का सामना करना पड़ता है। इसलिए, संगठनों को यौन उत्पीड़न को रोकने पर ध्यान देना चाहिए।

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Sexual harassment still considered taboo, goes unreported: DCW chief Swati Maliwal

NEW DELHI: Delhi Commission for Women (DCW) chief Swati Maliwal said that sexual harassment is still considered a taboo and goes unreported.

She said that most victims of sexual harassment do not report it because they are afraid of the consequences.

Swati Maliwal said that organisations should focus on prevention of sexual harassment instead of just reacting to it.

She said that the Prevention of Sexual Harassment (POSH) Act is not being implemented effectively in the corporate world.

Chapter I attracted 100+ corporate participations



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What can we expect in Chapter II?

Certificate Of Participation

All participants shall be given a certificate of participation which can become a supporting document for your annual returns.

A treasure trove of premium PoSH Compliance Resources!



PoSH Tool Kit



PoSH Unplugged



PoSH IC Guide



PoSH Poster decks

₹ 14500/- Per delegate

Bulk discount for 5 or more registrations

The premium delegate kit will encompass a wealth of valuable PoSH resources along with exclusive gifts from our gifting partner.

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Few distinguished Organizations Participating in the Conclave Chapter II...

