



**#1**  
**posh**  
**training**  
**company**

[www.nomeansno.in](http://www.nomeansno.in)

***#nommeansno***

*it's not just a #tag. it's a movement!*

Fervently committed

**who**

At NoMeansNo.in, we are a team of dedicated professionals who are fervently committed to ensuring “Prevention of Sexual Harassment at Workplace” (POSH). Collaborating with esteemed organizations, we aspire to bring about substantial change and guarantee an environment of safety and respect in all workplaces. Our forte lies in delivering comprehensive training programs that integrate vivid real-life incidents, thorough case studies, hands-on exercises, dynamic role-plays, enlightening audiovisual content, and interactive e-learning modules, all complemented by engaging open discussions.

Our primary objective is more than just compliance with the POSH Act of 2013 - it's about cultivating a workplace that breathes trust, respect, and dignity. From forming an Internal Committee to drafting the appropriate HR policies, from providing advanced investigation skills workshops for IC to facilitating the onboarding of external members and even filing of annual returns, we are your partners in complete POSH compliance.

Your partners in total posh compliance

**we**

Wholly inclusive

**are**

We believe that the Prevention of sexual harassment is not a gender-specific issue but a human one. Hence, our approach to POSH is wholly inclusive and gender-neutral, recognizing and addressing the concerns of all individuals.

“

We also contribute significantly to the broader areas of Diversity & Inclusion, Breaking Stereotypes, and Workplace Ethics. We believe each of these facets intertwines to build a work culture where everyone feels seen, heard, and valued.

# expertise



**Cross-Industry Expertise:** We work with and cater to a diverse range of organizations across numerous sectors, including FMCG, IT, ITES, Aviation, Hospitality, Manufacturing, Consumer Durables, Banking, Media, Law firms, Government Ministries and their departments, Public Sector Units, Logistics, Startups, and many more.

*Our breadth of experience allows us to understand and address the unique needs of each industry effectively.*

**Grassroots Collaboration:** Working closely with local committees across India for a grounded approach.

**Diverse Team of Trainers:** Our strength lies in our team's rich experiences and diverse perspectives.

**Gender-Neutral Content:** We promote inclusivity and equality in all our training materials.

**Interactive Training Approach:** Engaging, impactful sessions for lasting understanding.

**Unmatched Post-training Support:** We provide continuous assistance for the ongoing implementation of POSH policies.



## **Recognized Authority**

Empaneled with the **Ministry of Women & Child Development**, Government of India.



## **Award-winning Excellence**

Recipient of the **Excellence Award** from the Ministry of Small and Medium Enterprises (MSME), Government of India.



## **Trusted Compliance Partner**

Over **500 organizations** rely on us for POSH compliance.



## **Prominent Advocacy**

Conduct regular awareness sessions for the **Delhi Commission for Women**,

# products

PoSH Act. Compliance. Simplified



posh  kit

posh  ware

posh  lite

posh  
*beyond* **BASICS**

posh *ext*  M

posh *conclave* 

posh *brew*   
with vishal bhasin

posh *unplugged* 

posh *ProGuide!* 

# POSSIBLE

# Kit

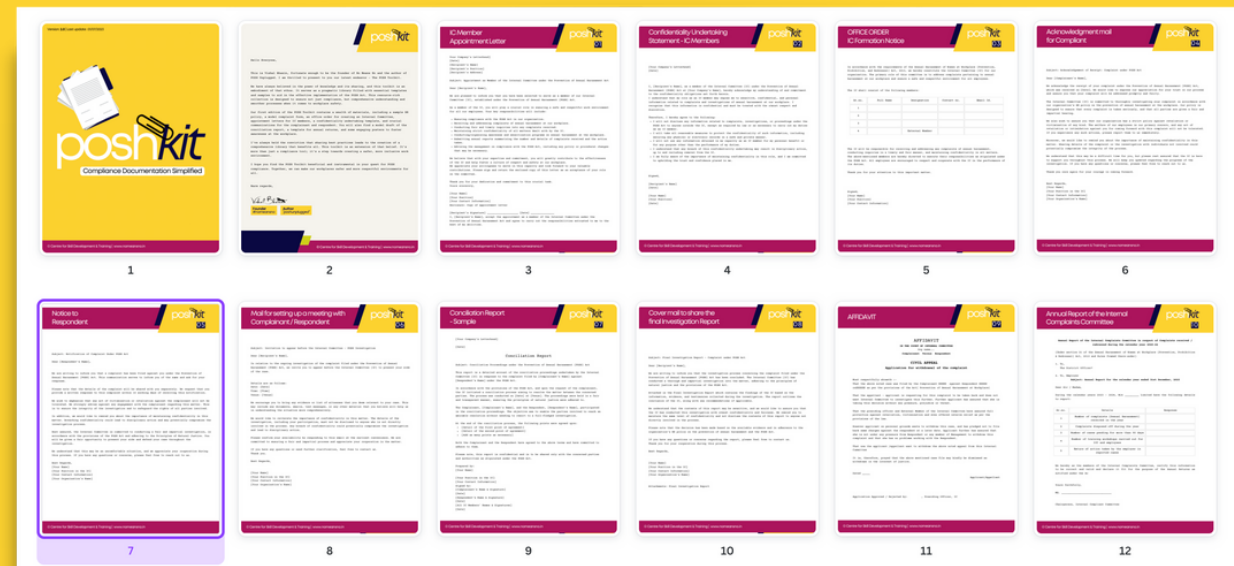


*Practical arsenal  
brimming with **vital templates***



# poshkit

Compliance Documentation Simplified



[www.nomeansno.in](http://www.nomeansno.in)

“

**Unleash the power of knowledge** with our **robust POSH Toolkit**, a practical arsenal brimming with vital templates and samples designed to streamline the effective implementation of the POSH Act.

We go beyond mere compliance to foster a profound understanding and smooth navigation of workplace safety. Our inaugural edition is a goldmine of resources, featuring a **model HR policy, a ready-to-use complaint form, an office order for establishing an Internal Committee, appointment letters for IC members, and a confidentiality undertaking template.**

Additionally, it offers indispensable communications for both complainant and respondent, a model conciliation report draft, an annual returns template, and a selection of compelling posters to promote awareness in your workspace. Make our POSH Toolkit your indispensable companion in creating a safer, more compliant workplace.



# POSH AWARDS

*One of its kind. Engaging.*  
***Posh awareness trainings!***





This **90-minute POSH awareness and training session** is designed to educate employees on the basics of the POSH Act.

With a maximum capacity of 40 participants, this workshop is power-packed with activities, role plays, case scenarios, videos, and much more.

The participants not only receive practical training on procedural aspects of the act but also gain an understanding of behavioral and social perspectives beyond the act.

Through this training, employees will become more aware and equipped to handle any potential incidents of sexual harassment in the workplace, creating a safer and more productive work environment.





Web2.0. **Multilingual.** Interactive  
Posh e-Module



Embrace the future of learning with our flagship product, **POSH Lite - a dynamic e-learning module dedicated to the Prevention of Sexual Harassment at the Workplace.**

Crafted to fit seamlessly into your busy schedule, POSH Lite allows you to engage with the module at your own pace and on your preferred device - be it a mobile, laptop, or tablet.

Our secure and user-friendly platform offers a rich blend of case scenarios, interactive activities, and practical tools, designed to foster a deeper understanding of POSH concepts and applications. **Available in multiple languages,**

TAMIL | HINDI | MARATHI | ENGLISH | KANNADA | GUJARATI

POSH Lite ensures that language is not a barrier to learning. Moreover, upon completion of the module, every user receives a **certificate**, serving as an **auditable record of their commitment to creating a safe and respectful workplace.** POSH Lite is not just a learning tool; it's a stepping-stone towards a more inclusive and harmonious workplace.



BoeWomnd

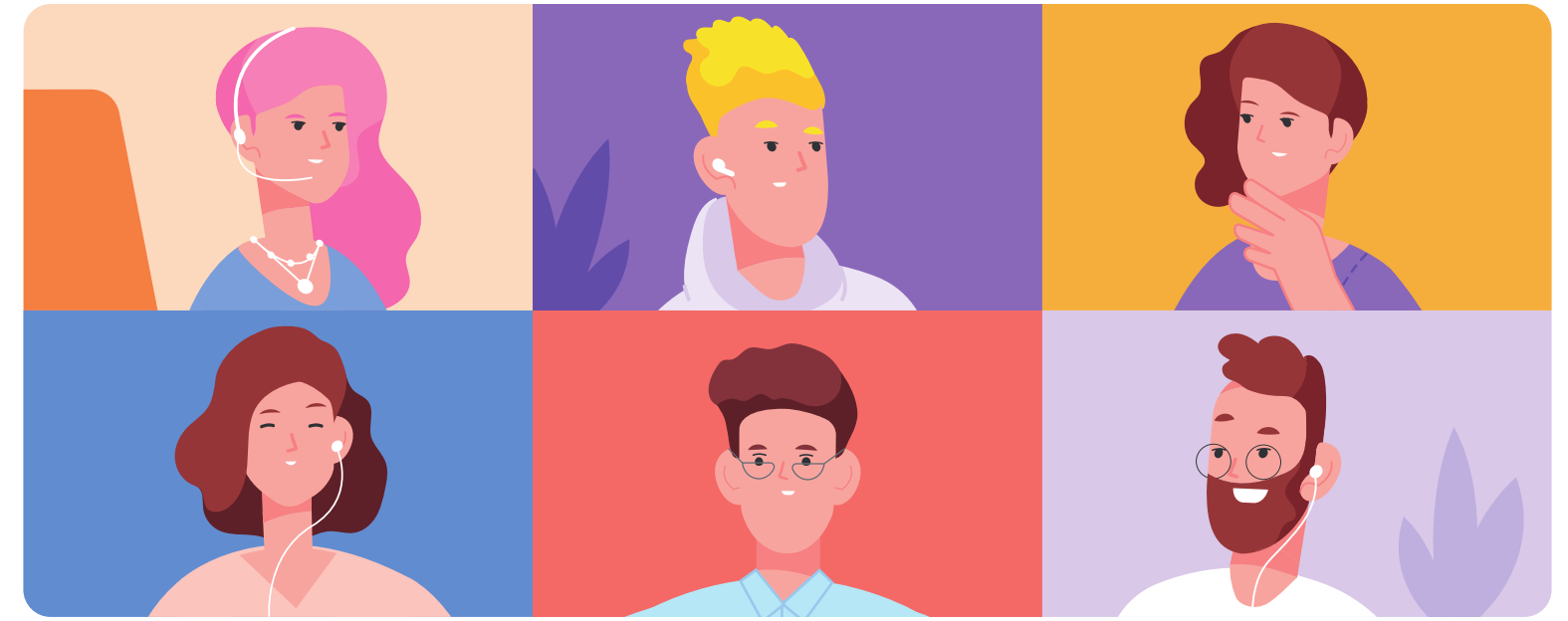
Comprehensive  
**advanced workshop** for IC  
members

BASICS



# POSH BOOTCAMP *beyond* BASICS

Investigations. Annual Returns. Compliance. **Simplified**



Step into the future of learning with our immersive virtual workshop – a distinctive, advanced POSH program specially curated for Internal Committee members. Our innovative approach transcends conventional methods to deliver an engaging, in-depth learning experience that blends dynamic activities, interactive case studies, and incisive analyses of precedent-setting judgments.

Get hands-on with mock investigations that prepare you to confidently handle real-world scenarios, and enjoy our multimedia content that includes thought-provoking videos and vibrant panel discussions. This workshop is more than a learning session; it's a gateway to comprehend and navigate the intricacies of POSH. Our goal? To arm you with the vital tools and knowledge needed to foster a safe, inclusive, and respectful workplace.

**This isn't just a workshop; it's an advanced capacity-building opportunity for Internal Committee Members.**

***External Member*** for  
*Internal Committee*

# poosh extm



An in-house team of experts representing legal side, resource people from NGOs and other associations committed to the cause of women and people with very sound knowledge of this act and experience of handling investigations. Based on the size and complexities of your organization, **it will be an honour to support you with a suitable external member for your complaints committee.**

## ***Key Inclusions In The Retainer***

- Endow your panel with a qualified, experienced and relevant resource person as an external committee member
- Schedule quarterly meetings in a year with this resource person at your office. Your committee members, senior management or other members of the staff can do review meetings or brainstorm ideas to improvise on existing systems
- Filling of your Annual returns for Sexual Harassment Committee through this member.
- Person will be responsible for investigating/handling complaints of sexual harassment and will hold physical face-to-face, Skype meetings as required.
- Preparation of investigation report

PROPOSAL



UNPLUGGED



# posh *unplugged*

a "no-nonsense" guide on PoSH



**Ms. Swati Maliwal**, Chairperson of Delhi Commission for Women, released the posh unplugged, a no-nonsense guide on “**Posh Training**” and “**Posh Compliance**.”

This handbook provides insights into the *finer nuances of the Prevention of Sexual Harassment at Workplace Act 2013*. Written by **Mr. Vishal Bhasin**, a **master trainer on “Posh,”** this quick reference book is an essential resource for organizations to promote a safer and more inclusive workplace culture.

*This guide is customizable to your company’s brand and colors and can include a message from the HR head or IC Chairperson and a list of committee members. Make use of this valuable resource to achieve “Posh Compliance” and create a work environment that is free of harassment and discrimination.*



PROSHE  
proguide



# posh *pro*guide!

## Advanced IC member reference guide



This guide is the culmination of years of experience, research, and dedication to promoting a culture of respect and accountability in the workplace. It provides invaluable insights, practical guidance, and best practices for Internal Committee (IC) members tasked with conducting investigations under the POSH Act.

From understanding the legal framework to navigating the complexities of investigation procedures, each chapter offers valuable information to empower IC members in their role as guardians of workplace integrity.

This guide will serve as a beacon of knowledge and guidance for IC members across organizations, fostering a culture of transparency, fairness, and accountability in addressing instances of sexual harassment.





**Unique gathering** of all the key  
players in the realm of the  
POSH Act

POSH  
Conclave

# poshconclave

## POSH Conclave: Uniting Stakeholders, Shaping the Future

The POSH Conclave stands as our flagship annual event, meticulously designed to convene key stakeholders of the Prevention of Sexual Harassment (POSH) ecosystem under one roof. Celebrated as India's most significant gathering on the subject, the conclave has consistently hosted over 150 delegates across its inaugural and subsequent editions, marking it as a landmark event in the POSH dialogue across the nation.

The POSH Conclave is more than just an event; it's a groundbreaking platform for networking, knowledge exchange, and showcasing exemplary POSH practices and solutions to challenges within the domain. Our panel discussions are a highlight, featuring eminent personalities from diverse fields including top legal experts, senior IPS officers, local committee chairpersons and members, CHROs, in-house legal counsels, Learning & Development teams, and counsellors. Esteemed representatives from the Ministry of Women & Child Development, the National Commission for Women, the Delhi Commission for Women, and UN Women also enrich our panels with their invaluable insights.

An integral part of the conclave is the POSH Excellence Awards, an annual celebration recognizing organizations and individuals for their exemplary contributions to the POSH domain. These awards spotlight those who lead by example, fostering safer and more respectful work environments.



# poshconclave

## Chapter 1 - Finer Nuances of PoSH



Launched in March 2023 in New Delhi, the inaugural POSH Conclave was graced by Ms. Swati Maliwal, Chairperson of the Delhi Commission for Women, as the chief guest, and Dr. Pinky Anand, a senior advocate at the Supreme Court, as the guest of honor.

The event welcomed over 150 delegates from the corporate world, supported by Nestle as the title sponsor, alongside notable associate partners such as Ferns N Petals, Blackberrys, and Big FM. A highlight was the launch of "POSH Unplugged," a comprehensive guide authored by Vishal Bhasin, Co-founder of No Means No, and unveiled by Ms. Maliwal.

**POSH CONCLAVE CHAPTER 1**



Play



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

New Delhi: Commission for Women (DCW) chief Swati Maliwal on Wednesday said sexual harassment is still considered a taboo and most victims do not report it. She said institutions should pay attention to prevention and training. She said she was the chief guest at a conclave, organised by No Means No, a Delhi-based organisation, on Wednesday. She said she was the chief guest at a conclave, organised by No Means No, a Delhi-based organisation, on Wednesday. She said she was the chief guest at a conclave, organised by No Means No, a Delhi-based organisation, on Wednesday.

### कार्यस्थल पर महिलाओं के यौन उत्पीड़न रोकने के लिए 'नो मीन्स नो' ने किया कार्यक्रम का आयोजन

नई दिल्ली: यौन उत्पीड़न का अर्थ है कार्यस्थल पर महिलाओं के यौन उत्पीड़न रोकने के लिए 'नो मीन्स नो' ने किया कार्यक्रम का आयोजन। कार्यक्रम में मुख्य अतिथि के रूप में स्वामी मालीवाल, दिल्ली के महिला आयोग की अध्यक्ष, और अतिथि के रूप में डॉ. पंकी आनंद, न्यायाधीश, सर्वोच्च न्यायालय, शामिल थे। कार्यक्रम का आयोजन 'नो मीन्स नो' द्वारा किया गया था, जो एक महिला सशक्तिकरण और जागरूकता अभियान है।



# poshconclave

## Chapter 2 - Total PoSH Compliance & Excellence Awards

Building on the foundation of our inaugural event, POSH Conclave Chapter 2 not only adhered to the legacy of its predecessor but significantly expanded its horizon, focusing on a Total Compliance Roadmap. This chapter, held on 20th March 2024 in New Delhi, witnessed an unprecedented gathering of stakeholders committed to advancing workplace safety and the prevention of sexual harassment.

During this esteemed event, Ms. Rekha Sharma, Chairperson of the National Commission for Women and our chief guest, had the honor of releasing "IC Pro." This pivotal guide, authored by our Co-founder Vishal Bhasin, emerges as an indispensable resource for all Internal Committee (IC) members, offering deep insights and practical guidance to navigate the complexities of POSH effectively.

POSH Conclave Chapter 2 marked a new milestone in terms of partnerships and sponsorships, indicating the growing commitment across sectors to the cause of POSH. With Cambridge leading as the title sponsor and Nestle stepping in as the co-sponsor, the event's reach and impact were magnified. Nicobar, as our gift partner, added a touch of elegance to the conclave, while our collaboration with Big FM as the Radio partner ensured that the message of POSH resonated far and wide. Thanks to the concerted efforts of all involved, this chapter turned out to be an even larger enclave than its inaugural edition, setting new standards for dialogue, collaboration, and action in the POSH domain.

As we reflect on the success of POSH Conclave Chapter 2, we're reminded of the power of collective action and shared vision in creating safer, more inclusive workplaces. The contributions of esteemed organizations and individuals, alongside the insightful discussions and the launch of "IC Pro," reinforce our commitment to driving change. We look forward to continuing this journey, inspired by the achievements and learnings from this year's conclave, and invite you to join us in shaping a future where dignity and respect are non-negotiable standards for every professional environment.

**POSH CONCLAVE CHAPTER 2**



Play



### Prevention of Sexual Harassment Conclave 2.0 highlights importance of creating safe workplaces

Experts from various sectors converged at the POSH Compliance Roadmap Excellence Awards, emphasizing the critical need for comprehensive approaches to prevent sexual harassment and ensure the empowerment of women from all backgrounds.

NCW Chairperson Rekha Sharma emphasized on the significance of law enforcement agencies in safeguarding the dignity and safety of women, echoing views of Ajay Chaudhry, Special Commissioner of Police (Delhi Police), Special Police Unit for Women and Children (SPUWAC).

Vishal Bhasin, Co-Founder of NoMeansNo, highlighted the imperative of creating safe and inclusive work environments in today's corporate landscape. The POSH Pro Guide, authored by Bhasin, was unveiled, offering recommendations to combat sexual harassment in workplaces.

During the launch of 'The POSH IC Pro Guide' authored by Vishal Bhasin, Rekha Sharma, Chairperson of the National Commission for Women, highlighted the importance of proactive measures to create a safe work environment. She emphasized the need for comprehensive, clear, step-by-step approaches towards achieving 'Total PoSH Compliance', enabling organizations to create safe and respectful work environments for all.

Ajay Chaudhry, Special Commissioner of Police, SPUWAC shed light on the critical importance of understanding sensitive and emerging issues surrounding workplace harassment, emphasizing the importance of understanding sensitive and emerging issues surrounding workplace harassment, emphasizing the importance of understanding sensitive and emerging issues surrounding workplace harassment.



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NEW DELHI, MAR 21

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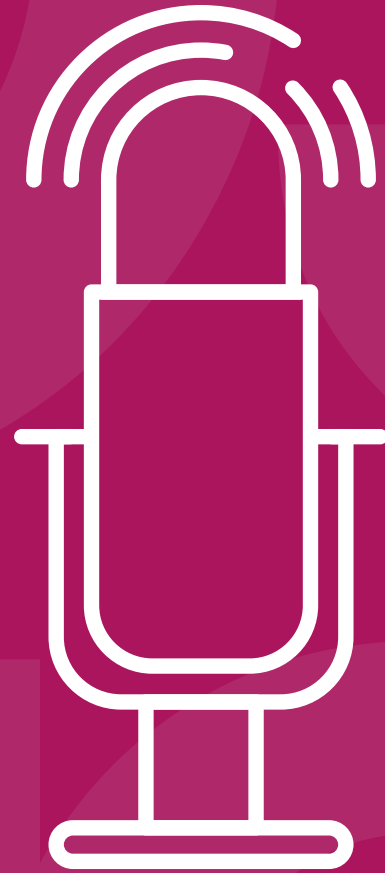
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### प्रिवेंशन ऑफ सैक्सुअल हारासमेंट कॉन्क्लेव 2.0 आयोजित

सवेरा न्यूज/ राकेश चंडीगढ़, 21 मार्च : पॉस कॉम्प्लायंस कॉन्क्लेव 2.0 में विभिन्न क्षेत्रों के विशेषज्ञ जुटे, उन्होंने यौन उत्पीड़न को रोकने और सभी पुरुषों से महिलाओं के सर्वाधिकारों को सुनिश्चित करने के लिए व्यापक दृष्टिकोण की महत्वपूर्ण आवश्यकता पर जोर दिया। एनसीडब्ल्यू चेयरपर्सन रेखा शर्मा ने महिलाओं की गरिमा और सुरक्षा को रक्षा में बल प्रदान करने के महत्व पर जोर दिया। नो मीन्स नो के सह-संस्थापक, विभिन्न पक्षों से परे विशाल भसीन ने आज के कॉर्पोरेट माहौल में सुरक्षित और समावेशी कार्य वातावरण बनाने की आवश्यकता पर प्रकाश डाला। भसीन द्वारा लिखित पॉस प्रो गाइड को भी जारी किया गया, जो कार्यस्थलों में यौन उत्पीड़न से निपटने के लिए जरूरी सुझाव पेश करता है। विशाल भसीन द्वारा लिखित पॉस प्रो गाइड के संकलन में सहायक बनाने में सक्षम बनाती है। नो मीन्स नो के सह-संस्थापक, विभिन्न पक्षों से परे महिलाओं के लिए एक सुरक्षित वातावरण बनाने के लिए हितधारकों के बीच सहयोग के महत्व पर जोर दिया। फेडरेशन ऑफ इंडस्ट्री ट्रेड एंड सर्विसेज के महासचिव आर के भसीन ने यौन उत्पीड़न को रोकने में कॉर्पोरेट क्षेत्र की भूमिका पर जोर दिया।



PODSHOW





# posh**brew**

with vishal bhasin



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Introducing **POSH Brew**, our fresh initiative taking the form of a stimulating podcast series.

Hosted by our **founder and the author of POSH - Unplugged**, Vishal, this engaging series brings together coffee and candid *conversations with notable figures from the corporate and social domains. Tune in as Vishal unravels intriguing real-life stories, explores paths of role models who've shattered the glass ceiling, and discusses exceptional systems and practices borne out of navigating the complexities of POSH implementation.*

But POSH Brew isn't just about the Act; it shines a spotlight on influential personalities in various fields, celebrating their inspiring journeys. Their stories of perseverance and achievement are poised to empower many. Stay connected and seize the chance to feature in this captivating series - because at POSH Brew, every conversation counts!

# TOTAL posh compliance

Approach. Methodology. Implementation

We, at the **NoMeansNo**, are committed to creating a safer and more inclusive workspace for all.

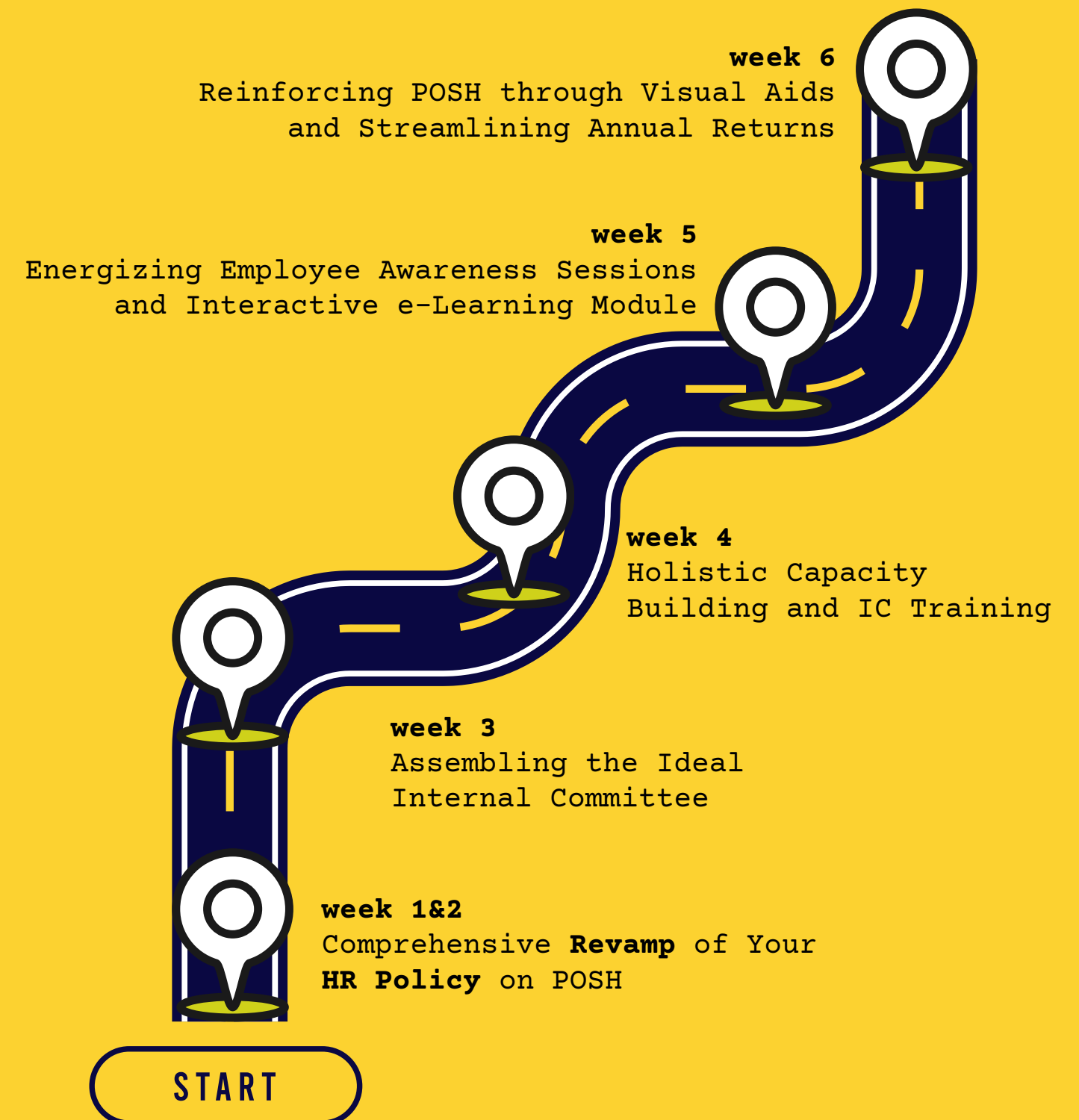
With this in mind, we are pleased to present our proposal for a **comprehensive POSH compliance solution**.

Our **Total Compliance Roadmap** is a meticulously designed program to ensure your organization adheres to all the necessary guidelines under the POSH Act.

The roadmap spans over a **six-week period** with clear **milestones at each stage**, ensuring a step-by-step approach towards total compliance.



certificate of compliance,  
affirming your organization  
as fully POSH compliant,



START

**week 3**  
Assembling the Ideal  
Internal Committee

**week 1&2**  
Comprehensive **Revamp** of Your  
**HR Policy** on POSH

**week 4**  
Holistic Capacity  
Building and IC Training

**week 5**  
Energizing Employee Awareness Sessions  
and Interactive e-Learning Module

**week 6**  
Reinforcing POSH through Visual Aids  
and Streamlining Annual Returns

# our team



Mr. R.K Bhasin  
*Mentor*  
*Secretary General FITS*



Ms. Kamal Singh  
*Mentor & Coach*



Mr. Vishal Bhasin  
*Master of Manifestations*  
*& PoSH Prodigy*



Mr. Vipin Pachouri  
*Chief Growth Gladiator*



Mr. Ravi Shastri  
*Digital Sherpa*



Ms. Parul Kataria  
*Revenue Rainmaker*



Dr. Himani Goswami  
*Knowledge Luminary*



Ms. Muskan Malhotra  
*Operations Oracle*

# Honorary Advisory panel



Adv. Noopur Singhal  
*Chairperson*  
*Local Committee PoSH*  
*New Delhi District*



Perineeta Malhotra  
*Senior POSH Educator*



Adv. Shreya Kalekar  
*Employment Law &*  
*POSH Expert*



Suchitra Date  
*POSH Trainer &*  
*Consultant*

It's more than just compliance; it's a commitment to cultivating a safe, respectful, and inclusive workspace.



**750+ Clients. 350,000+ employees trained.**