

# Preventing Workplace Harassment India (PoSH)

What does it mean to be respectful? Some conduct is obviously disrespectful. But many times, how people evaluate conduct is influenced by their life experiences and their established norms of behavior. Given our varied workforces today, that leaves a lot of ambiguity in the type of conduct that people consider to be “harassment.” The Preventing Workplace Harassment course India is designed to meet India’s PoSH statutory requirements in India for sexual harassment training for all employees and helps employers create a consistent, global message about their workplace culture.

## This course teaches:

- The definition of harassment and bullying behavior
- Using the Workplace Colour Spectrum as a shared language
- Retaliation
- Understanding when conduct is unwelcome
- Bystanders to Upstanders
- Victimization and the Manager’s Role
- How to report a complaint

Interactive survey questions in the course give employers real insight into strengths and vulnerabilities in the organisation regarding respect issues. Emtrain’s innovative Ask the Expert feature gives learners direct access to course experts.

[See more course details or request a free demo >>](#)



## Course Version

- 50 minutes (Manager and Employee)

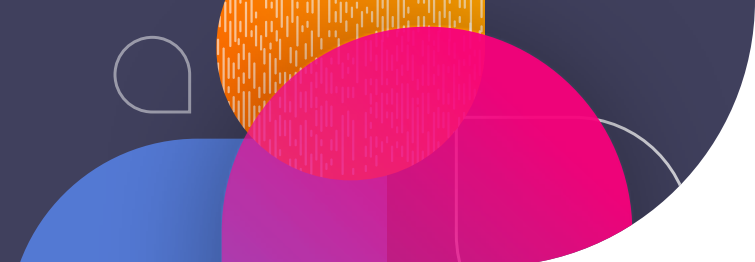
## Languages

- English and translatable

## Included Resources

- Workplace Colour Spectrum Infographic
- Checklist: Retaliation

## Admin Optional Timer



Lesson	Description
<b>What is Respect?</b>	An introduction to the purpose and goals of this course.
<b>What Gets in the Way of Respect?</b>	Examining four root causes that can lead to disrespect in the workplace: power disparity, us vs. them, low social radar, and unhealthy work culture.
<b>The Workplace Colour Spectrum® Tool</b>	Explaining what the Workplace Colour Spectrum is and how it can help managers and employees understand and categorize their conduct - and the conduct of others.
<b>What's Unlawful Harassment?</b>	Workplace harassment and sexual harassment are terms that people often throw around. But what are their actual definitions?
<b>Bullying and Aggressive Behaviour</b>	This lesson helps the workforce understand, identify and measure aggressive, bullying behaviour in the workplace.
<b>Types of Harassment</b>	Workplace Harassment always involves conduct that meets certain legal criteria and is unlawful. What kind of conduct is that? What is Quid Pro Quo harassment? What is a Hostile Work Environment?
<b>What Makes Conduct Unwanted?</b>	A hostile work environment always involves "unwanted conduct." What is it and how do you know when your words or actions are "unwanted?"
<b>What Makes Conduct Red and Toxic?</b>	Red conduct is almost always illegal and always negatively impacts work culture. What does it look like? And how do you know when your conduct crosses the line?
<b>Who Can Be a Harasser or a Victim?</b>	Explaining the reach of workplace harassment laws, who is protected, and who can be an offender.
<b>Forms of Disrespectful Conduct and Harassment</b>	Giving examples of the kinds of verbal, visual and physical conduct that violate laws and impact a healthy workplace culture.



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<b>Retaliation</b>	Employees have a right to raise a concern or complaint without fear of retaliation. But what is retaliation — and when do work decisions cross the line?
<b>Bystanders to Upstanders</b>	In most harassment situations, someone outside the situation often knows what's going on. What is the role of the bystander? And how do you go from being a passive bystander to someone who takes action?
<b>The Manager's Role</b>	Managers play a key role in ensuring a healthy work culture. They set the tone. They are the eyes and ears of the employer. And they are the ones who often navigate tricky people and harassment issues.
<b>The POSH Act: Reporting, Investigations, &amp; Workplace Policies</b>	The POSH Act: Remedies, policies, and reporting procedure.
<b>Provide Your Feedback</b>	A post-program survey on the learning experience.