

Creating secure & respectful workplaces

Since 2013



Respectful workplaces are productive, rewarding, and enjoyable for everyone. We strive to work with our customers in creating one.

SEXUAL HARASSMENT

Not in any
workplace!

About Us

Since our establishment in 2013, we have been at the forefront of promoting safe and harassment-free work environments. Our commitment is driven by a passion for creating workplaces where every individual feels respected and valued.

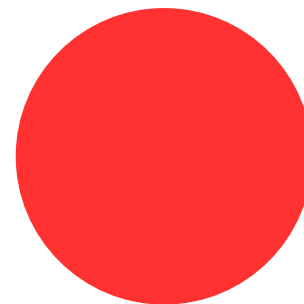
At our core, you will find

Ethical Standards: We uphold principles of natural justice in every aspect of our work.

Expertise: Our team is proficient in all matters related to the Prevention of Sexual Harassment (POSH).

Specialisation: We specialise in conducting thorough and impartial inquiries and facilitating effective conciliations.

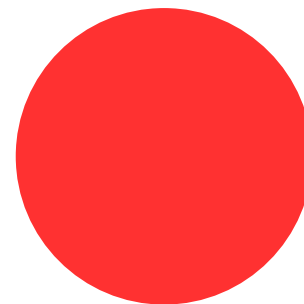
Empowerment: Our primary focus is on building and empowering competent Internal Committees (ICs) within organizations.



Services

Retainer services as an external member to the Internal Committee

- Internal Committee training / refresher
- Four quarterly committee meetings
- Advisory services
- Policy creation/Review/Updates
- Forms and formats
- Annual report

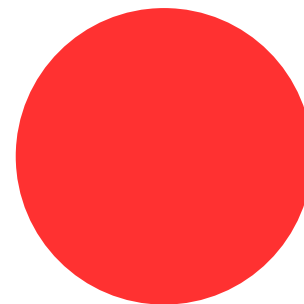


Specialist advice and recommendations on matters related to POSH. Equipping members of the IC on case handling using discussions , role plays and case studies.
Query management for Employees, IC members, and management

Services

Awareness Sessions for Managers and Employees

- POSH Act 2013 - Overview
- POSH Policy – Scope & applicability
- Internal Committee - Introduction and role
- Definition of sexual harassment and its forms
- Impact on victims
- Roles and responsibilities of employees and managers towards creating a safe environment
- Reporting mechanism and complaints handling procedure
- Confidentiality and non-retaliation
- Conciliations and Inquiries
- Case studies and best practices
- Q & A

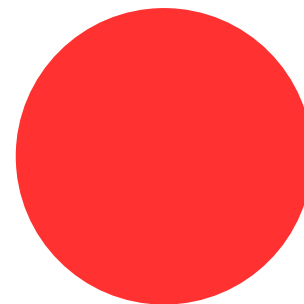


POSH interactive awareness session to educate employees about what constitutes sexual harassment, their rights, the organization's policies, and procedures, and how to prevent and respond to such incidents.

Services

Complaint handling: Conducting inquiry and conciliation

- Receiving complaints
- Initial and object assessment of facts
- Notices and other correspondence
- Conducting a fair and impartial inquiry
- Recording and documentation of proceedings
- Cross examination
- Analysis and findings
- Report and recommendation
- Advise on implementation of recommendation

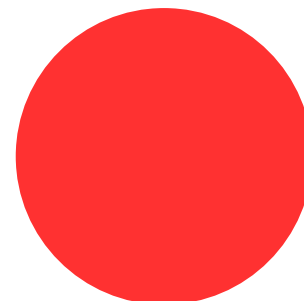


Conduct impartial and unbiased investigation. Being independent, professional, and maintaining confidentiality throughout the inquiry process

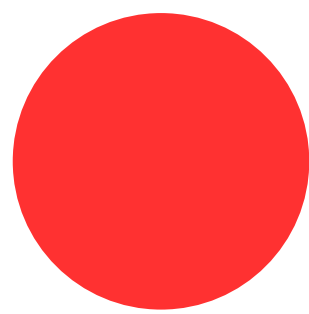
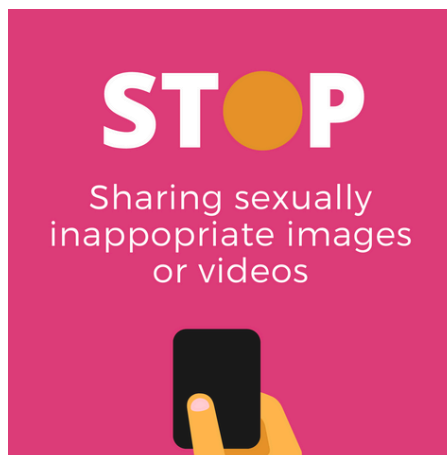
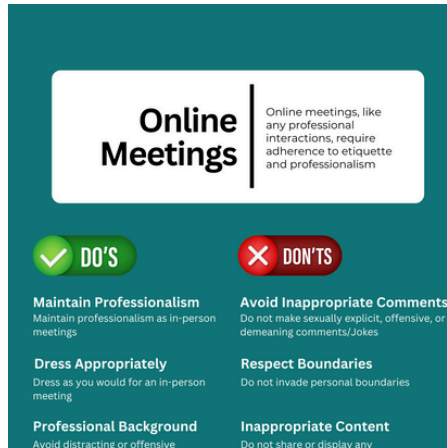
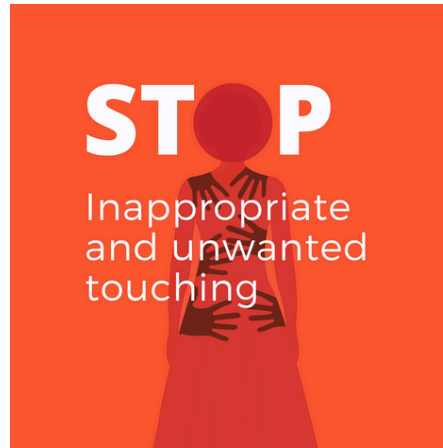
Services

POSH communication strategies

- Mailers – Monthly/Quarterly
- Posters
- Podcasts
- Videos, etc...



Co-create internal communication strategy on POSH – Methods and techniques for organizations to effectively build POSH awareness amongst their employees using variety of customized communication channels.



POSH Posters

Our organisation is dedicated to providing our customers with a wide variety of high-quality POSH posters.



- 150 + Customers
- Across Industries
- Across locations in India

Clients

Adding value along the way we work on building long term relationships. In our business, happy workplace makes happy customers.



Thank you

Our sincere gratitude for providing us with the opportunity to present Metis POSH Consulting Service LLP to you. It was a pleasure to share insights into our company's mission, values, and the solutions we offer