



TAMILNADU COUNCIL FOR OPEN AND DISTANCE LEARNING

Approved by International Council for Open & Distance Education (ICDE), Oslo, Norway

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CERTIFICATE IN POSH ACT TRAINER

ASSIGNMENT QUESTIONS

Answer All Questions in detail.

1. Explain the concept of POSH and the importance of workplace dignity.
2. Trace the evolution of the POSH law in India and explain the constitutional and international foundations of the POSH Act, 2013.
3. Explain what constitutes a POSH case and what constitutes sexual harassment under the POSH Act
4. Explain what does not constitute a POSH case and discuss the scope and applicability of the POSH Act.
5. Explain the persons covered under the POSH Act and the constitution, functions and responsibilities of the Internal Complaints Committee (ICC).
6. Explain the Local Complaints Committee (LCC), its purpose, composition, jurisdiction and functioning under the POSH framework.
7. Explain the complete procedure for filing and processing a POSH complaint from the initial complaint to commencement of inquiry.
8. Explain the POSH inquiry process and the principles of natural justice that must be followed by the ICC/LCC.
9. Explain the remedies, penalties, confidentiality provisions and safeguards available under the POSH Act.
10. Explain the duties and responsibilities of an employer under the POSH Act and discuss the role of a POSH Trainer in establishing a safe, dignified and compliant workplace.