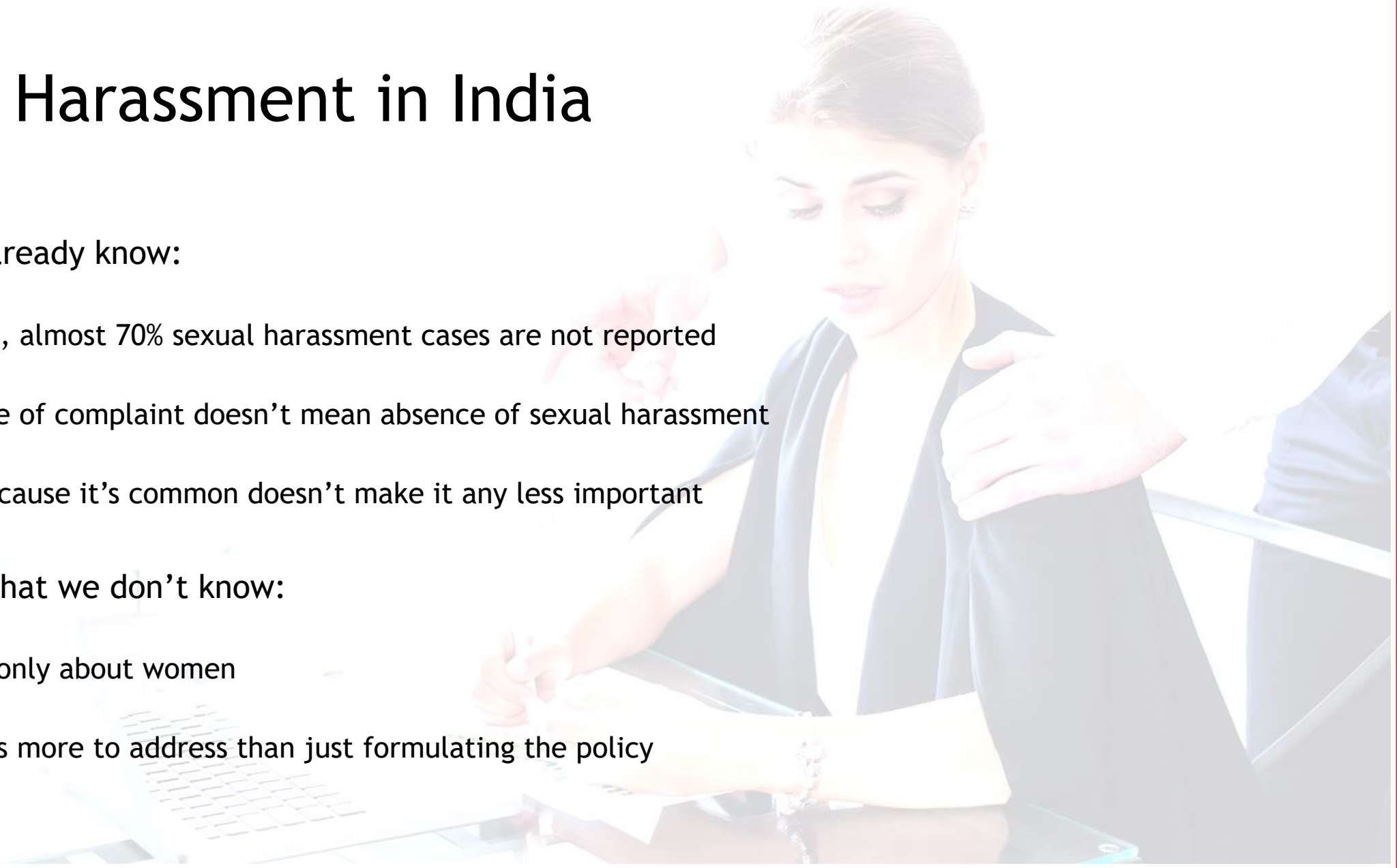


Yellow Spark Solutions LLP

Prevention of Sexual Harassment (POSH)

Sexual Harassment in India

- What we already know:
 - In India, almost 70% sexual harassment cases are not reported
 - Absence of complaint doesn't mean absence of sexual harassment
 - Just because it's common doesn't make it any less important
- However what we don't know:
 - Its not only about women
 - There is more to address than just formulating the policy



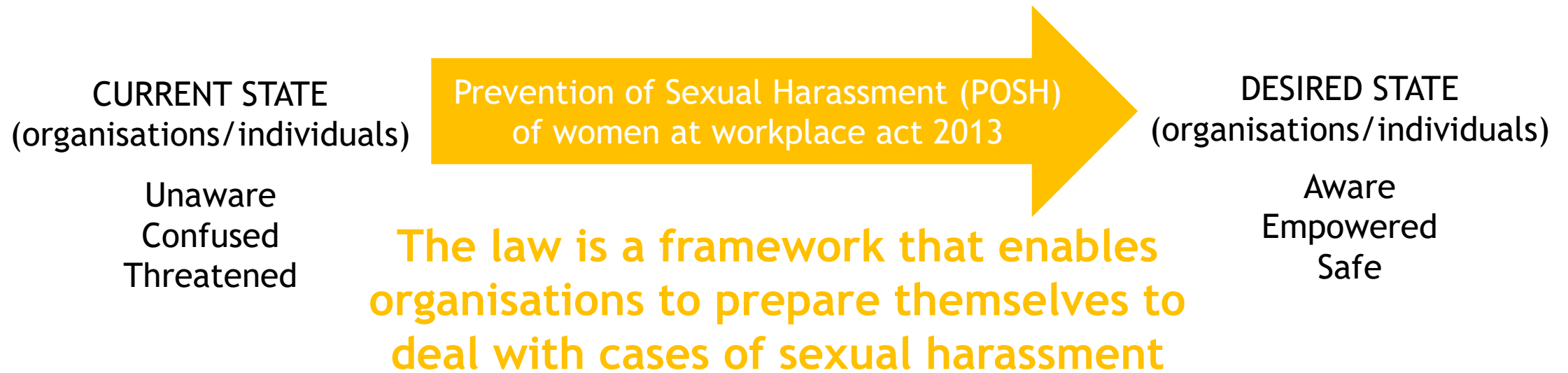
#Metoo #TimesUp

- In recent times, movements like #MeToo, #TimesUp have brought about a cultural shift
- While women came out of the closet, men began to reconsider their roles too
 - Some men indulged in introspection ‘Did I let this happen to women around me’
 - Others felt threatened thinking ‘I will be reported next’
 - And some have gone to an extreme, refusing to work with women (especially alone)

And hence came...

The Sexual Harassment of Women at Workplace
(Prevention, Prohibition, and Redressal) Act, 2013

Where is the gap?



The real gap however is...



Key aspects to be compliant with the law

Policy & Scope

Definitions

Internal Committee (IC)

Local Committee (LC)

Reporting & Redressal

Complaint filing

Inquiry

Redressal

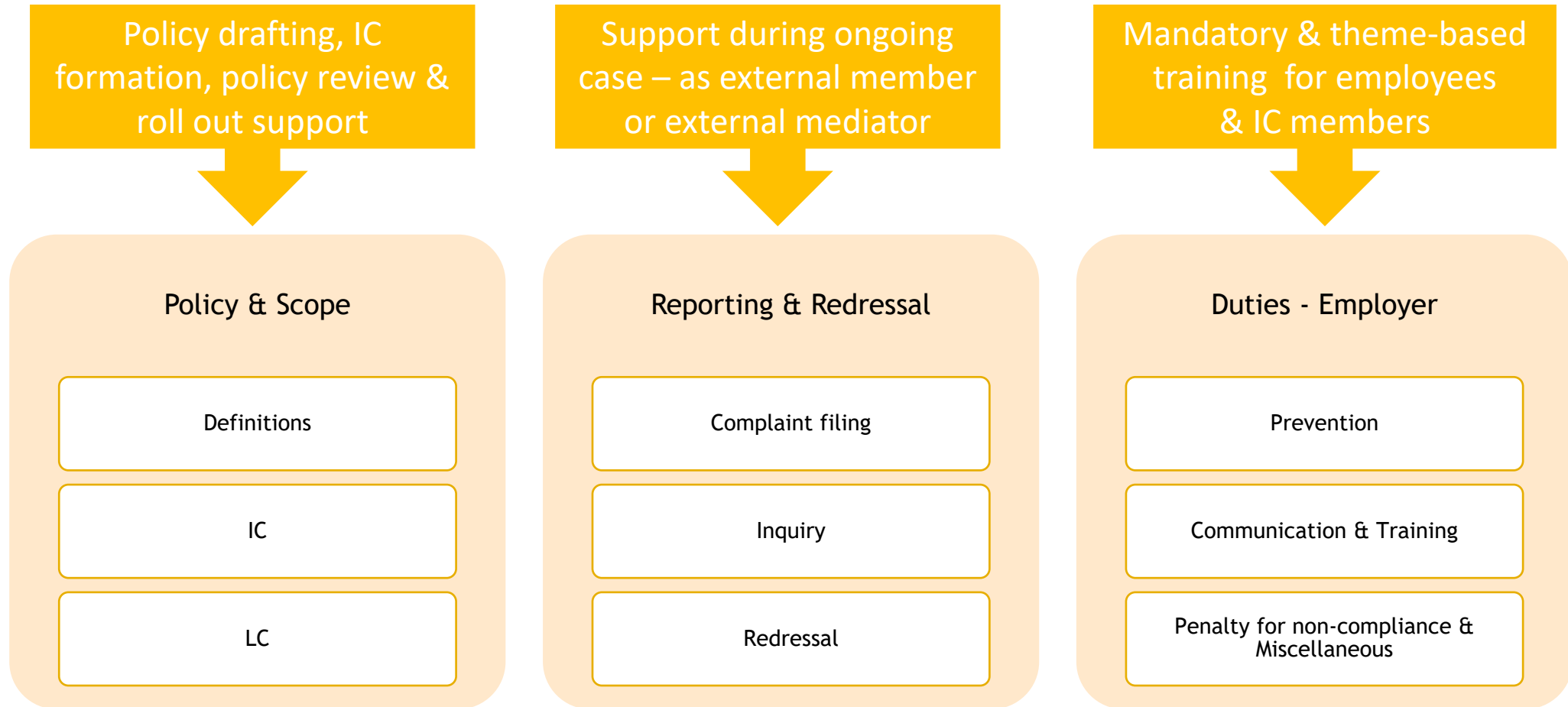
Duties - Employer

Prevention

Communication & Training

Penalty for non-compliance
& Miscellaneous

Yellow Sparks interventions...



POSH related services at a glance...

Our services (Deliverable)	Format	Batch-size*
Draft the POSH policy	Consulting Fee	NA
POSH audit and make recommendations to ensure complete compliance	Consulting Fee	NA
POSH training for IC members & key members of the management team Level 1: Interactive and extensive training for first time participants Level 2: Specialized session for trained IC members (including Mock drills)	Half day (4 hrs) Byte Size (2 hrs)	up to 15 participants
POSH training for organisation employees Level 1: Interactive and extensive training for first time participants Level 2: Theme based awareness session	Half day (4 hrs) Byte Size (2 hrs)	up to 40 participants
Train the trainer module (TTT) on steps to roll out POSH policy in an organisation	Full-day (6 hrs)	up to 25 participants
Provide support for an ongoing case of POSH as External Member (EM)	Consulting Fee	NA

*Batch-size is optimized to ensure one on one interaction and query handling. Two batches can be conducted in parallel.



About Yellow Spark...

We are a young organisation with vision to enable organisations to create a compelling ecosystem that people aspire to be a part of!

Founded in 2015

- We are a team of management consultants with an expertise in the people side of business
- We work as an extended think tank to our clients and help build a high performance work place
- Our philosophy is that people make businesses successful, and high performance workplaces are about...

Focused
People

+

Aligned
Practice

=

Sustained
High Performance

Co-Founders

"Successful organisations of tomorrow will not have an HR department, line managers will take over these roles. It's about time we rename Human Resource Management to Human Relationship Management"

Reach me directly at
aparna@yellowspark.in



APARNA JOSHI

The peoples' person

Expertise in people
and performance management

Cross industry
and Cross functional expertise

Graduate in Life Sciences,
MBA - HR (Mumbai)

Certified Counsellor



DEEPAM YOGI

The change maker

Expertise in strategic planning,
communication and branding

Non-executive director on the board of
Social Access Communications Pvt Ltd.

BMS graduate,
PG Diploma in Media & Advertising (Mumbai)

Certified Extended DISC practitioner

"Any organisation can become a High Performance Workplace, but sustaining it requires deep conviction and commitment from employees; which has to be earned by the organisation"

Reach me directly at
deepam@yellowspark.in

Key services...

Talent
Planning

Talent
Development



Talent
Acquisition

Talent
Management

We can help you with a part time HR implant in your organisations instead of a full time HR resource

Some of our off-the-shelf products



Our Past Assignments...

- We have worked across diverse industries such as Airlines, Hospitality, Logistics, Media & Entertainment, Architecture, Floral Décor, IT services, Apparel Manufacturing, Digital Printing, Social Enterprises and Non-profits
- Types of projects: Leadership engagement programs - one-on-ones and group sessions, Company culture mapping, HR toolkit development, Employee communication strategy, Developing HR processes, HR capacity building, Executive coaching, Strategic recruitment, Organizational surveys and a variety of other strategic HR assignments
- In training alone we have trained **2716 individuals** on varied subjects and completed **700+ hours** of training in the past 4 years

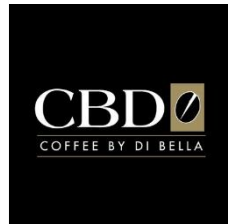
Our Industry Contributions



FREIGHT
TIGER



blox



Founders are external members on internal PoSH (Prevention of Sexual harassment) committees at various organisations.

Members of a community forum 'Host & Dost' an initiative of PoSH at Work that collectively builds the narrative about prevention of sexual harassment at workplace.

Some of our Clients

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The Bridgespan Group

K
KULTURE
SHOP
.IN

Thank You

*‘The smallest of spark ignites the fire that lies deep within you
and suddenly everything is possible’*

[Click here to subscribe to our thought provoking weekly newsletter](#)

*For more details or quotes get in touch with us
aparna@yellowspark.in | deepam@yellowspark.in*