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# POSH Advisory and Compliance

POSH Advisory and Compliance Law Firm in India for Policies and IC Support

PRACTICE PROFILE • MAY 2026

## Overview

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Our POSH Advisory and Compliance practice offers end-to-end legal solutions to help organizations foster a safe, inclusive, and legally compliant workplace. With in-depth understanding of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, we guide clients in building proactive prevention mechanisms. We assist in developing robust internal policies, structuring redressal systems, and meeting all statutory obligations. Whether it's a startup or a multinational company, we provide tailored compliance strategies that minimize legal exposure while promoting workplace dignity.

## Our Services

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- Drafting and reviewing workplace POSH policies and employee handbooks
- Conducting compliance audits to assess gaps and risk areas
- Advising on the scope of applicability for various work environments (including remote and hybrid)
- Legal support for constitution and functioning of the Internal Committee (IC)
- Guidance on periodic filing of annual returns with District Officers
- Developing documentation protocols for record maintenance and confidentiality
- Advisory on handling third-party and client-site harassment issues and training to the Internal Complaints Committee

## Frequently Asked Questions

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### Q1 What does POSH advisory and compliance cover for employers in India?

It covers drafting workplace anti-harassment policies, constituting and training the Internal Committee, conducting compliance audits, advising on annual filing obligations, and building documentation protocols that align with the POSH Act, 2013.

### Q2 When should an organization start investing in POSH compliance?

Any employer with ten or more workers must comply with the POSH Act. Compliance should begin at formation or as soon as the threshold is crossed. Delays expose the organization to penalties, reputational harm, and potential liability for unaddressed complaints.

### Q3 Which statute governs workplace sexual harassment prevention in India?

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, along with its Rules, is the primary legislation. It mandates an Internal Committee, a defined complaints process, and annual reporting to the District Officer.

### Q4 What does a typical POSH compliance engagement involve and how long does it take?

A standard engagement includes a gap audit, policy drafting or revision, IC constitution, and committee training. For a single-location employer, this typically takes four to six weeks. Multi-site or multinational setups require longer timelines due to location-specific assessments.

### Q5 What documents and information are needed to begin a POSH compliance review?

We typically require existing HR policies, employee handbooks, prior IC orders if any, details of office locations and workforce size, current IC composition, and records of past annual returns filed with the District Officer. This helps identify gaps quickly.

### Q6 What common POSH compliance mistakes do Indian employers often make?

Frequent pitfalls include failing to reconstitute the IC when members leave, not training committee members annually, overlooking remote and third-party work arrangements, and missing the deadline for filing the annual report. Each of these can attract penalties under the POSH Act.