



INDIALAW

Training and Awareness Programs

POSH Training and Awareness Programs Law Firm in India for Compliance

PRACTICE PROFILE • MAY 2026

Overview

- Mandatory annual training sessions for all employees
- Specialized training and certification for Internal Committee members
- Interactive awareness sessions using real-life case studies and role-play
- Executive briefings and leadership sensitization programs
- E-learning modules for remote and field staff
- Customized workshops for sector-specific compliance (e.g., manufacturing, IT, hospitality)
- Post-training assessments and compliance documentation

Frequently Asked Questions

Q1 What do workplace training and awareness programs under Indian law cover?

These programs educate employees on prevention of sexual harassment, data privacy obligations under the DPDP Act, and workplace conduct standards mandated by the POSH Act. They include IC member certification, leadership sensitization, and role-play sessions tailored to your sector and workforce profile.

Q2 When should an organization schedule mandatory POSH training sessions?

The POSH Act requires employers to conduct awareness sessions at regular intervals. Annual training is the accepted standard. You should also schedule sessions when onboarding new employees, reconstituting your Internal Committee, or after a policy update triggered by regulatory or judicial developments.

Q3 Which Indian statutes mandate workplace training on harassment and compliance?

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) is the primary statute. The DPDP Act, 2023 adds data privacy training obligations. IT Act provisions and sector-specific guidelines from SEBI or IRDAI may also require periodic employee awareness programs.

Q4 How long does it take to design and roll out a full training program?

A standard program takes four to six weeks from scoping to delivery. Key cost drivers include workforce size, number of locations, language requirements, and whether sessions are in-person or e-learning. IC certification modules and post-training assessments add time but strengthen compliance documentation.

Q5 What information does a firm need to build a tailored training module?

We typically require your current POSH policy, IC composition details, employee headcount by location, past complaint or audit records, and any sector-specific compliance obligations. Prior training materials, if available, help us identify gaps and avoid repeating content your teams have already covered.

Q6 What common mistakes do companies make with workplace awareness training?

Many employers treat training as a one-time checkbox, use generic content unrelated to their industry, or fail to document attendance and assessments. During audits or litigation, the absence of proper training records often weakens the employer's defense and may expose personal liability for senior management.