

Preventing Workplace Harassment and Discrimination in India



PROTECT YOUR WORKFORCE WITH TRAINING THAT'S BUILT FOR COMPLIANCE AND DESIGNED TO STREAMLINE COMPLEX MANDATES.

A workplace free from sexual harassment and discrimination isn't just a legal requirement in India—it's a powerful driver of culture, innovation, and business performance.

Compliance is only the starting point. Real change happens when training builds empathy, awareness, and accountability, creating environments where employees feel safe to contribute, grow, and thrive. SHIFT's courses are built to do exactly that—engaging learners in a way that shifts mindsets, changes behavior, and supports lasting cultural and bottom-line impact.

TRAINING OVERVIEW

Designed to help employers meet their responsibilities under the POSH Act, this training equips employees and supervisors with the practical tools they need to foster a respectful and inclusive environment. Through interactive, real-world scenarios, learners gain strategies to recognize, prevent, respond to, and report inappropriate behavior—empowering them to contribute to a positive workplace culture.

LEARNING OBJECTIVES

- Self-paced eLearning with interactive scenarios and reflection points.
- **Identifying, preventing, and responding** to sexual harassment, discrimination, and retaliation
 - **Recognizing early warning signs** and how to intervene and report
 - **Understanding** the difference between intent and impact
 - **Empowering employees** with bystander and prevention skills

WHITE GLOVE CUSTOMIZATION & IMPLEMENTATION

Industry's most advanced customization - tailored to your brand, your people, your policy. With dedicated support team for seamless implementation.

COMPLIANT WITH THE POSH ACT

This course fulfills the training requirement under India's POSH Act, which mandates that workplaces provide employees with regular education on understanding sexual harassment, reporting procedures, and their rights and responsibilities.



30 Minutes



Mobile Friendly



Instant Certificate Download



English, Spanish (Others available)



Fully WCAG 2.1 AA Compliant

Flexible SCORM delivery options

Hosted by SHIFT or your LMS

[VIEW FULL COURSE CATALOG](#)