

OUR PREVENTION CAMPAIGNS OUTGROW REDRESSAL NEEDS

PREVENTION OF SEXUAL HARASSMENT

“Prevention is a whole lot less costly than treatment. And maybe more effective.”

— DEBBIE ADAIR



the be.artsy impact



35000+

PEOPLE IMPACTED



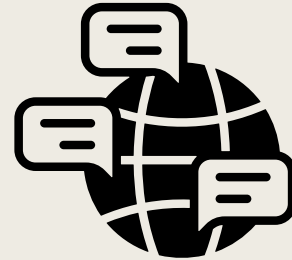
200+

SESSIONS CONDUCTED



16

STATES COVERED



14

LANGUAGES AVAILABLE



AVERAGE PROGRAM RATINGS GIVEN BY
PARTICIPANTS IN POSH TRAININGS



others vs. be.artsy

| Awareness Services conducted for POSH | Street Theatre Groups | POSH trainers | E-learning providers | Be.artsy Awareness Experts |
|--|-----------------------|---------------|----------------------|----------------------------|
| Street Theatre Performances | ✓ | ✗ | ✗ | ✓ |
| Customisation Based on Requirements | ✓ | ✗ | ✗ | ✓ |
| Content in Multiple Regional Languages | ✗ | ✓ | ✗ | ✓ |
| POSH Training (In-Person) | ✗ | ✓ | ✗ | ✓ |
| Legal & Bias Training for IC Members | ✗ | ✓ | ✗ | ✓ |
| Train-the-Trainer Programs | ✗ | ✓ | ✗ | ✓ |
| POSH Annual Report Format for Compliance | ✗ | ✓ | ✗ | ✓ |

others vs. be.artsy

| Awareness Services conducted for POSH | Street Theatre Groups | POSH trainers | E-learning providers | Be.artsy Awareness Experts |
|--|-----------------------|---------------|----------------------|----------------------------|
| POSH Training (Virtual) | ✗ | ✓ | ✓ | ✓ |
| Real-Life Case Studies & Scenario-Based Learning | ✗ | ✓ | ✓ | ✓ |
| LMS Integration / Digital Access | ✗ | ✗ | ✓ | ✓ |
| Pre and Post Surveys with Analysis | ✗ | ✗ | ✓ | ✓ |
| Pan India Session Delivery Capacity | ✗ | ✗ | ✗ | ✓ |
| Campaign Based Initiatives | ✗ | ✗ | ✗ | ✓ |

street theatre-based

AWARENESS PROGRAM

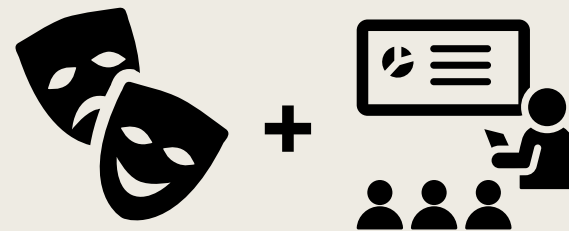


only street theatre performance

Short, powerful performances to spark awareness **in 15–20 minutes**. Best used when time is limited or POSH awareness trainings have already been delivered at the workplace.

Best suited for:

Blue Collar Employees
White Collar Employees

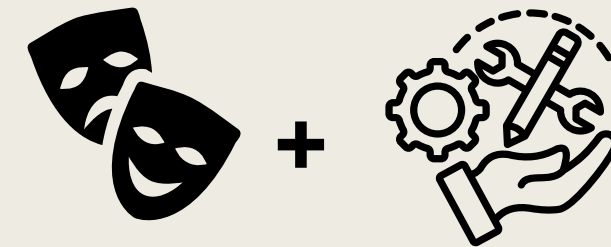


street theatre + facilitation

A trained facilitator anchors the session, ensuring flow and deeper engagement. This helps participants absorb the message better and get the most from the street theatre experience.

Best suited for:

Blue Collar Employees
White Collar Employees



street theatre + training

This is the **most effective format** combining performance with expert-led discussions to enhance emotional connection and understanding of POSH.

Best suited for:

Blue Collar Employees
White Collar Employees



ppt based

AWARENESS PROGRAM



white & blue collar (basic)

Covers core concepts of POSH Act 2013 and company POSH Policy in **simple language with relatable examples**. Builds basic understanding of rights, responsibilities, and redressal.

Best suited for:

Entry-level Employees
New Joiners



white & blue collar (advanced)

Ideal for mindshift and learning journey programs. This **goes beyond basics** to cover different aspects of harassments, real life scenarios, respect at work and bystander interventions.

Best suited for:

Experienced Employees
Team Members



people managers & supervisors

Equips leaders with clarity on their duties, how to prevent and respond to sexual harassment, and create a safe workplace including confidentiality, and power dynamics.

Best suited for:

Team Leads & Supervisors
Mid & Senior Managers



internal committee

TRAINING PROGRAM

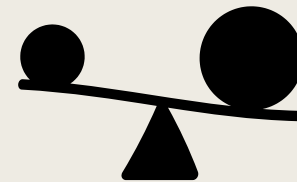


ic legal

A **detailed, law-focused session** covering the POSH Act, roles and responsibilities of IC members, timelines, inquiry procedures, and documentation to help IC function in a compliant and structured manner.

Best suited for:

Newly formed ICs
Legal & HR teams

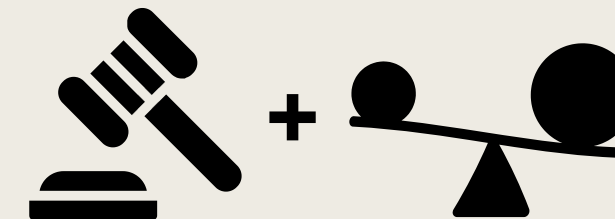


ic bias

This session focuses on the **psychological and emotional aspects of IC**. It helps members identify personal biases, avoid judgment errors, and ensure fairness in handling complaints. Builds empathy and neutrality.

Best suited for:

Experienced ICs
ICs in people-sensitive sectors

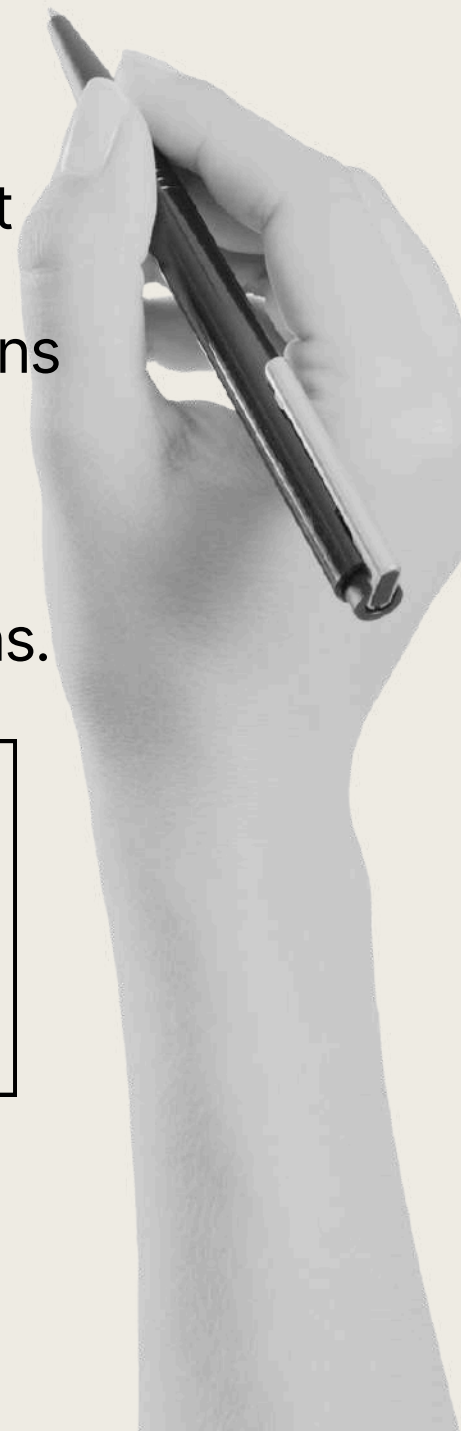


ic legal + bias

A comprehensive program that **blends legal know-how with behavioural awareness**. It trains IC members to follow the law while also making emotionally intelligent, unbiased decisions during inquiries and interactions.

Best suited for:

Mid to large organisations
ICs with POSH complaints



policy & external

MEMBER SERVICES

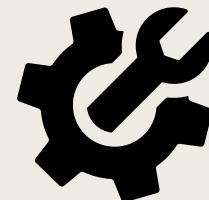


standard posh policy

A **ready-to-use POSH policy template** aligned with the POSH Act, 2013 for quick implementation. Gender neutral language can be included if required.

Best suited for:

Startups & Tech Companies
Small & Medium Enterprises



customised posh policy

Tailored POSH policy created with legal consultation (one round) and up to 2 iterations. This will reflect company's culture and based on industry specific nuances.

Best suited for:

Mid to Large Companies
Sector Specific Needs



external member empanelment

Empanelment of a **qualified External IC Member** for 1 year, covering up to 4 IC meetings annually (one in every quarter), as per POSH Act, 2013 compliance.

Best suited for:

Any Organisation Forming IC
Looking for Bias Specialist

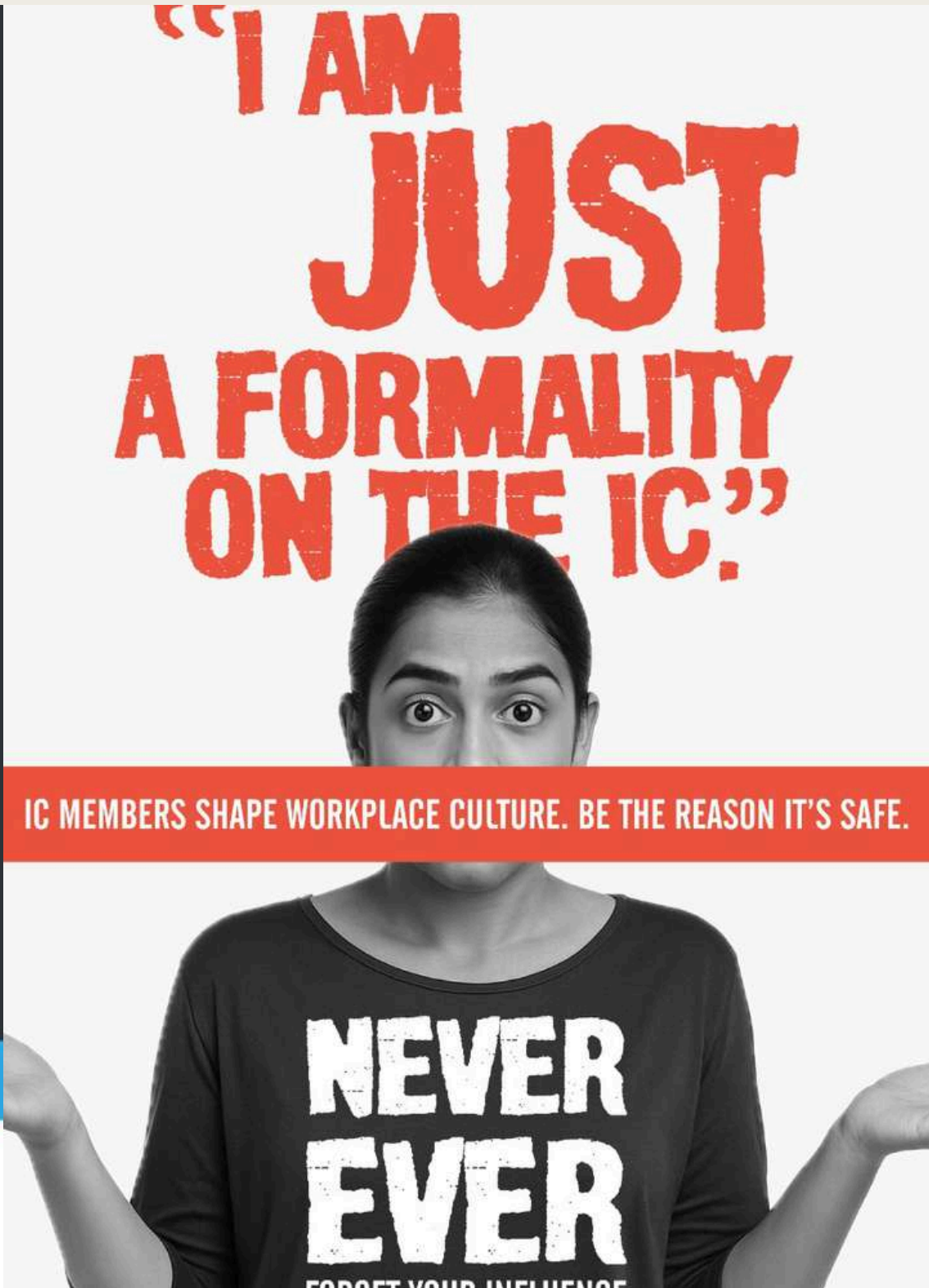


awareness posters

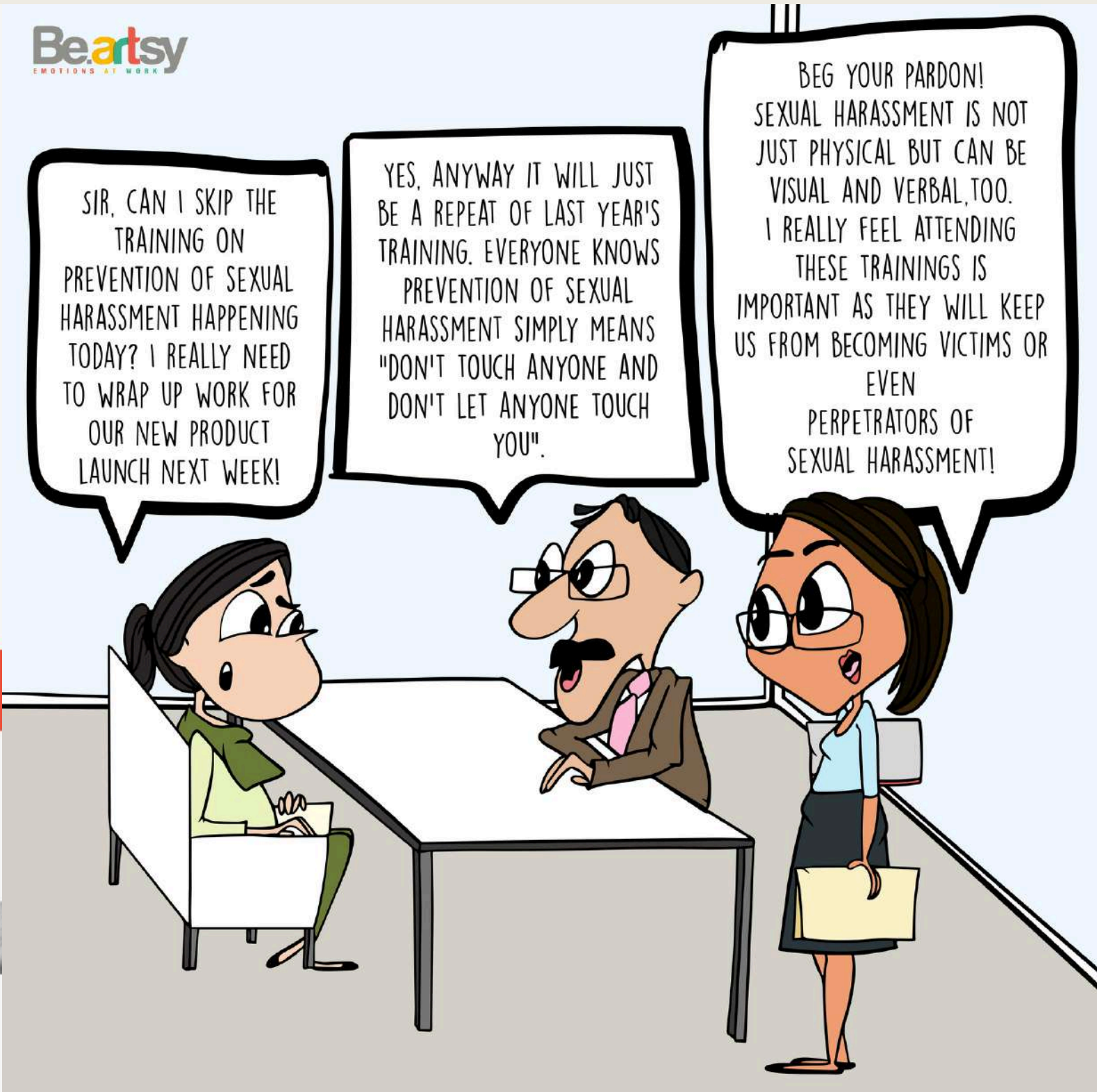
AND COMICS



poster for employees
CAMPAIGN: IT'S NOT OKAY



poster for IC members
CAMPAIGN: NEVER EVER

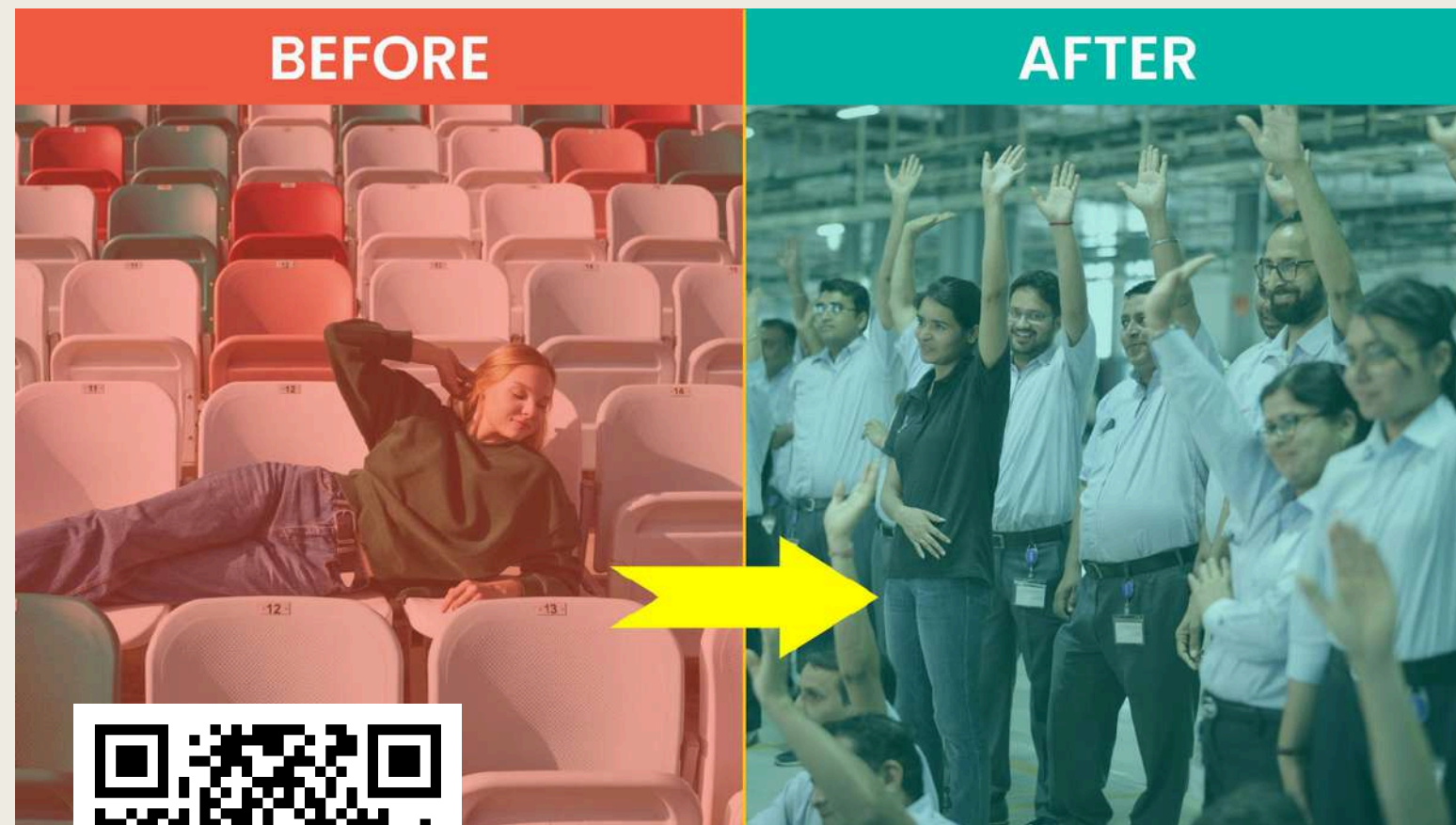


comics on POSH
WHY JOIN POSH TRAININGS

supporting services

TEASERS AND LMS VIDEOS

teaser video sample



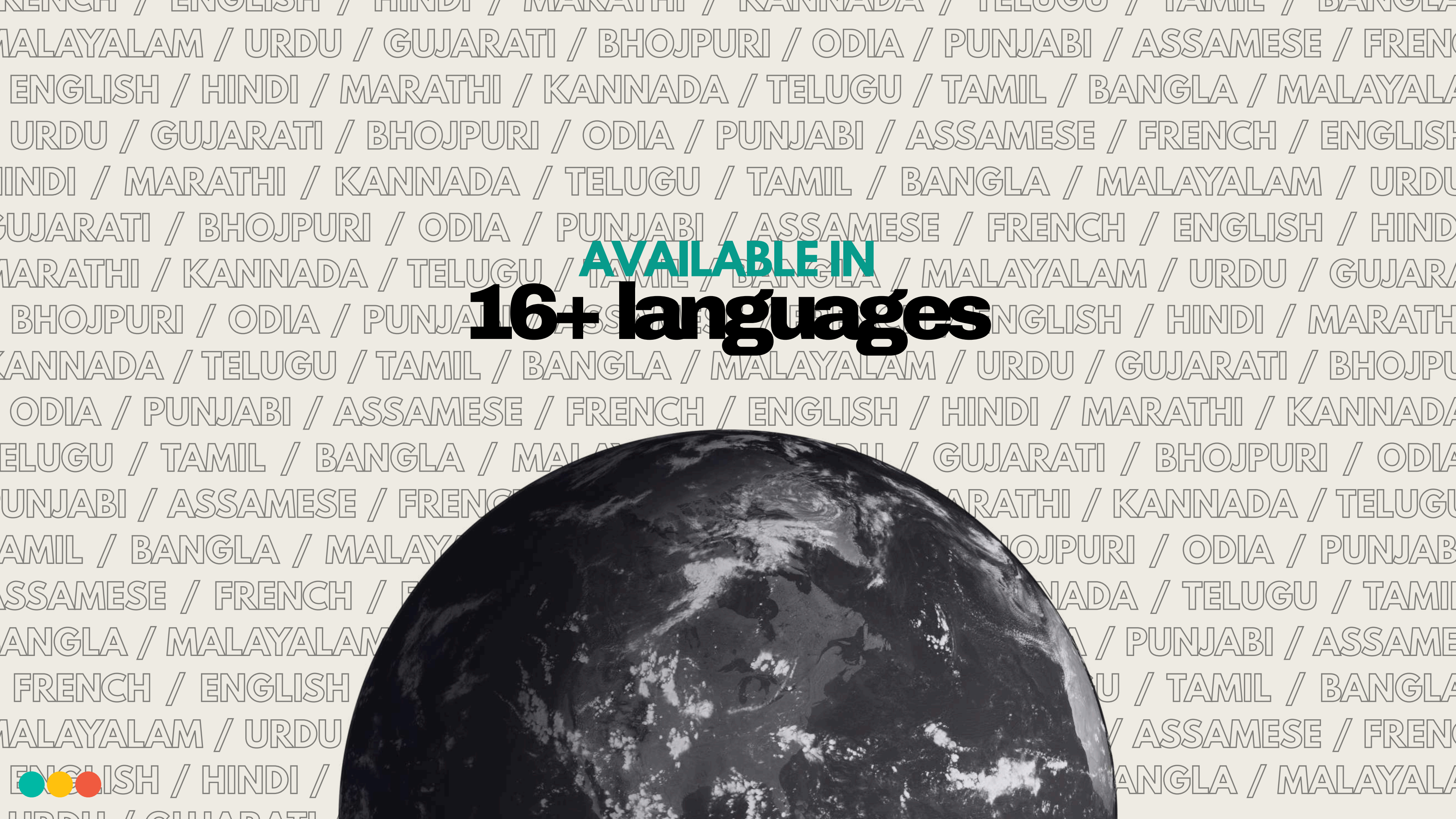
Drive Engagement:
Use Teaser Videos on Intranet
and Internal Platforms

LMS video sample



Enable Continuous Learning:
Upload Be.artsy's expert-led
videos directly to your internal LMS





AVAILABLE IN
16+ languages



programs delivered

IN INDIA

ANDHRA PRADESH
ASSAM
BIHAR
CHHATTISGARH
DELHI-NCR
GUJARAT
HARYANA
HIMACHAL PRADESH
JAMMU AND KASHMIR
JHARKHAND
KARNATAKA
KERALA
MAHARASHTRA
MEGHALAYA
ODISHA
PUNJAB
RAJASTHAN
SIKKIM
TAMIL NADU
TELANGANA
TRIPURA
UTTAR PRADESH
UTTARAKHAND
WEST BENGAL



programs delivered

IN AFRICA

BENIN
GABON
TOGO

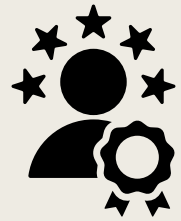


shikha mittal

FOUNDER AND DIRECTOR BE.ARTSY



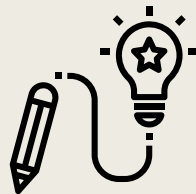
**FORBES INDIA W-POWER TRAILBLAZERS
IN 2019 FOR HER PIONEERING WORK IN
PREVENTION OF SEXUAL HARASSMENT**



**NATIONAL CONSULTANT FOR
CAPACITY BUILDING FOR MSME ON
THE ELIMINATION OF VIOLENCE AND
HARASSMENT**



**800+ HOURS ON POSH TRAINING AT
ORGANISATIONS LIKE PEPSICO, BT,
TATA COFFEE, AIR INDIA, ARISE ETC.**



DESIGNED POSH CAMPAIGNS:

- IT'S NOT OKAY
- MINDBUGS
- NEVER AGAIN
- THIS STOPS HERE
- BREAK THE CYCLE



**EXTERNAL MEMBER AT
VARIOUS ORGANIZATIONS**

Forbes^{INDIA}



*SCAN TO READ
FORBES INDIA ARTICLE*



**WINNER
OF LLM BANGALORE'S
ALUMNI ACHIEVER
AWARD
IN 2019-20 FOR
THE IMPACT
CATEGORY
'SOCIAL'**

the be.artsy universe

Be.artsy
AWARENESS
●●● EXPERTS

AWARENESS ENTERPRISE
(FOR PROFIT)
EST. 2010

Beartsy 
Foundation
●●● SCALING GOODNESS

SECTION 8 COMPANY
(NOT FOR PROFIT)
EST. 2020

 **BE
YOUR
OWN
SHAKTI**

EDTECH PLATFORM
(FOR PROFIT)
EST. 2022

empanelled trainers

TEASERS AND LMS VIDEOS



NEETA MATHUR



HIMANSHI AWAAL



RAMPRIYA SRIDHARAN



DR. J. VASANTHAKUMARI



POOJA AMAN SHARMA



BHARTI PATHAK SAXENA



NARINDER KAUR



URMILA MITRA



ARCHANA SHASTRY



KAKOLI DAS MANDAL



VANDANA DV



SNEHA SURTI



DR. RATNA SINHA



SUKHPREET KAUR



NEHA SHRIMALI



corporate clients

| | | | | | |
|---|---|--|--|---|--|
|  PEPSICO | Infosys | IBM | accenture | PERFETTI <i>van Melle</i> | |
| zoetis |  |  airtel | TATA COFFEE | adani Power |  BOSCH |
|  yulu |  campus | STERLING & WILSON  |  TRIDENT GROUP |  Upfield | |
|  orange Business Services | MARS |  |  |  | utimaco |
| |  sonepar Powered by Difference |  |  ZL TECH |  MODENIK LIFESTYLE PVT. LTD. | |



UN agencies, government & educational organisations



International
Labour
Organization



international presence



client testimonials



We do not take any sexual harassment case lightly.

We treat every case seriously. This is why I have personally attended the recent Internal Complaints Committee (ICC) training program conducted by Be.artsy.

Ashwani Lohani

MANAGING DIRECTOR, AIR INDIA



TATA COFFEE

The customised program based on the requirement of the workers and their working habits. If we go with lecture mode, people may not be interested in understanding what's happening there. So it was a customised content in the local language and that really helped all the workers and people who have experience this gender sensitisation program to understand prevention of sexual harassment.

Entire senior leadership are quite appreciative about this program and some of other companies Of TATA group are approaching us to understand how we have achieve such engaging training.

Sameer Palsule

HEAD - BUSINESS
EXCELLENCE, L&D,
TATA COFFEE



client testimonials



PEPSICO

Street theatre by nature is a very interactive format and what that really did for us at least it help us to open our minds. We chose a platform, a format like Nukkad Natak. We were actually able to reach at the grassroots levels of our organisation.

We had men and women equally talking about how they felt and what they experienced and it brought alive a lot of issues which would otherwise never be spoken about.

Pavitra Singh

CHRO, PEPSICO INDIA



ARISE
INTEGRATED INDUSTRIAL
PLATFORMS

You can't just build a safe workplace with policies alone; you always need people who carry the message forward. That is what our recent Train-the-Trainer (TTT) sessions were all about. Held across Benin and Gabon and extending to teams in Togo and ROC.

It's like lighting 100 small lamps and each one now equipped to guide conversations around the prevention of sexual harassment and whistleblowing back in their teams.

With the support of our learning partner Be.artsy: Awareness Experts and the incredible energy of trainers Shikha Mittal and Dr Stephanie BOKO AGBO.

Shweta Singh

GLOBAL HEAD - TM
AND L&D, ARISE IIP

Be.artsy L&D and OD services are designed to offer rich content and high ROI.

Our **Learning & Development programs** and **OD interventions** are built to drive business outcomes boosting revenue, enhancing employee growth, and improving retention.

We design each program using our proprietary 3-step training methodology: **Awareness, Sensitisation, and Consciousness**, ensuring deep learning and real behavior change.



SCAN FOR OUR
WEBSITE

Be.artsy
AWARENESS
● ● ● **EXPERTS**