



# PREVENTION OF SEXUAL HARASSMENT

## OUR PREVENTION CAMPAIGNS OUTGROW REDRESSAL NEEDS



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

**— DEBBIE ADAIR**

## OUR IMPACT IN POSH PROGRAMS

**35k+**

People  
Impacted

**200+**

Sessions  
Conducted

**16**

States  
Covered

**14**

Languages  
Available

**4.1**

**4.8**

Average Program Ratings given by participants in POSH Trainings

# GET EVERYTHING YOU NEED FOR YOUR WORKPLACE

POSH Awareness Services	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	✗	✓	✗	✓
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	✗	✗	✗	✓

# POSH 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.

- ❖ 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.

- ❖ 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.

- ❖ Blue Collar Employees
- ❖ White Collar Employees

# POSH PPT-BASED AWARENESS PROGRAM

## WHITE AND 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.

- ❖ Entry-level Employees
- ❖ New Joiners

## WHITE AND 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.

- ❖ Experienced Employees
- ❖ Team Members

## PEOPLE MANAGERS AND 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.

- ❖ Team Leads & Supervisors
- ❖ Mid and Senior Managers

# POSH INTERNAL COMMITTEE TRAINING

## 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.

- ❖ 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.

- ❖ Experienced ICs
- ❖ ICs in people-sensitive sectors

## IC BIAS + LEGAL

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

- ❖ Mid to large organisations
- ❖ ICs with POSH complaints

# POSH POLICY AND 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.

- ❖ 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.

- ❖ Mid to Large Companies
- ❖ Sector Specific Needs

## EXTERNAL MEMBER EMPANELMENT

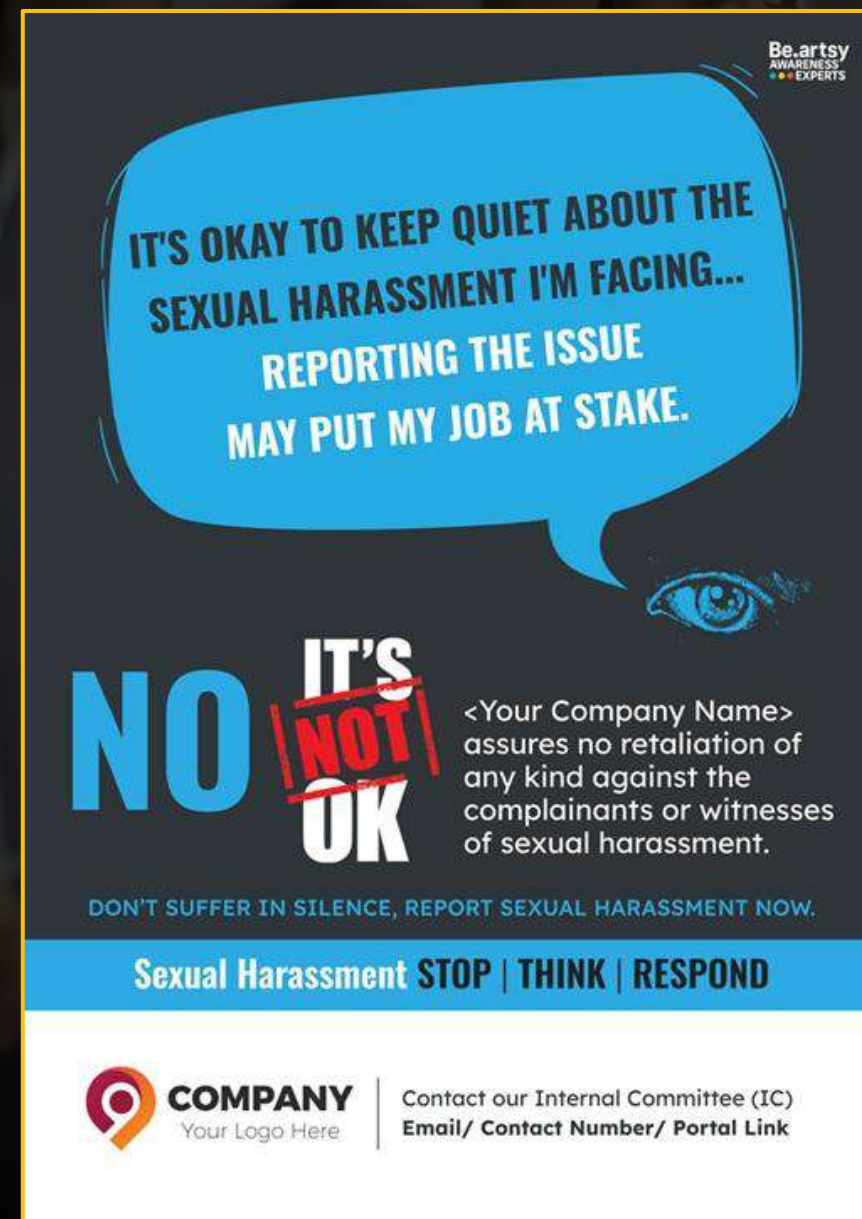
Empanelment of a qualified External IC Member for 1 year, covering up to 4 IC meetings annually (one in every quarter), as per POSH Act, 2013 compliance.

- ❖ Any Organisation Forming IC
- ❖ Looking for Bias Specialist

# POSH AWARENESS POSTERS AND COMICS

## POSTER FOR EMPLOYEES

Campaign: IT'S NOT OKAY



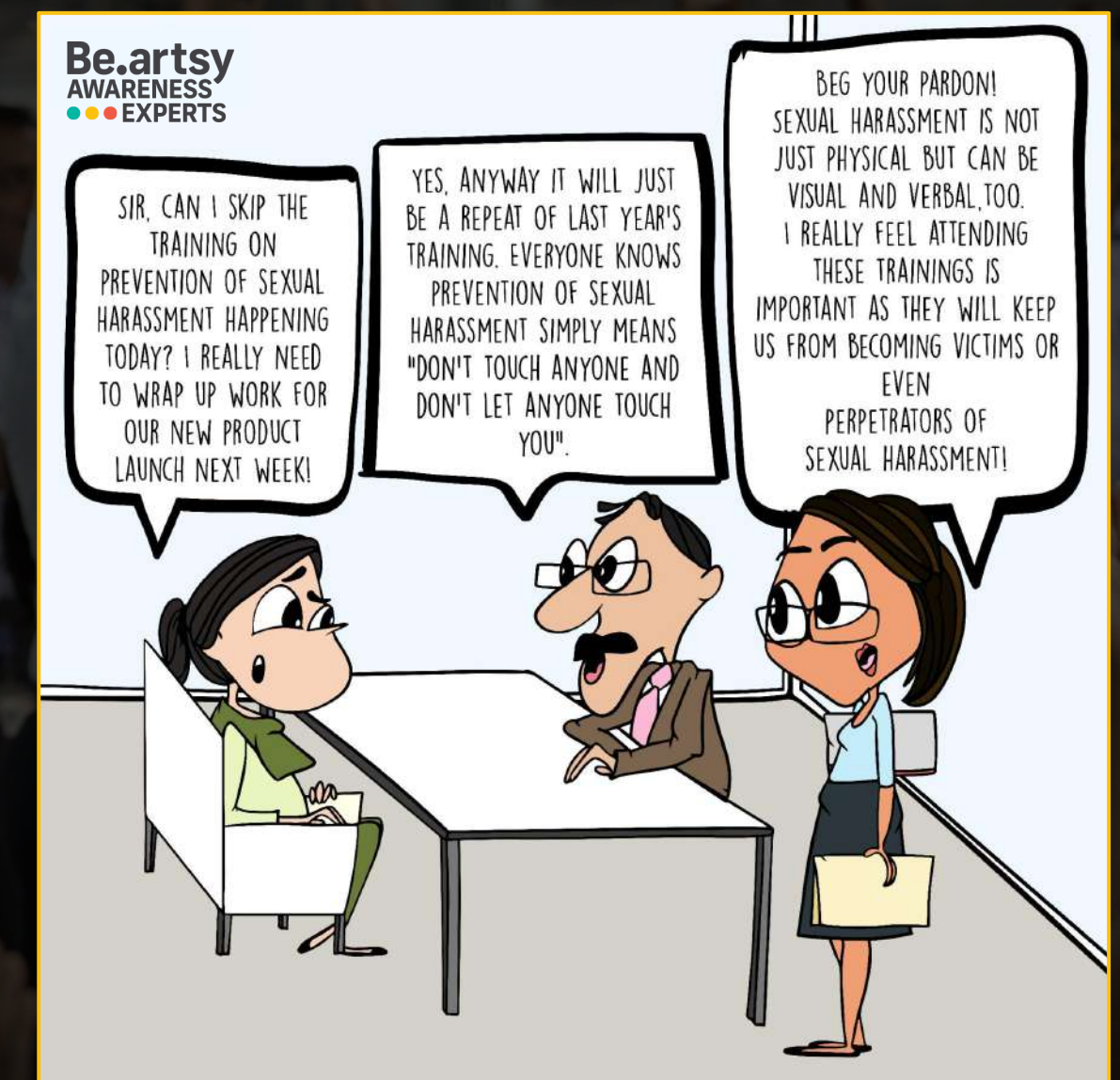
## POSTER FOR IC MEMBERS

Campaign: NEVER EVER



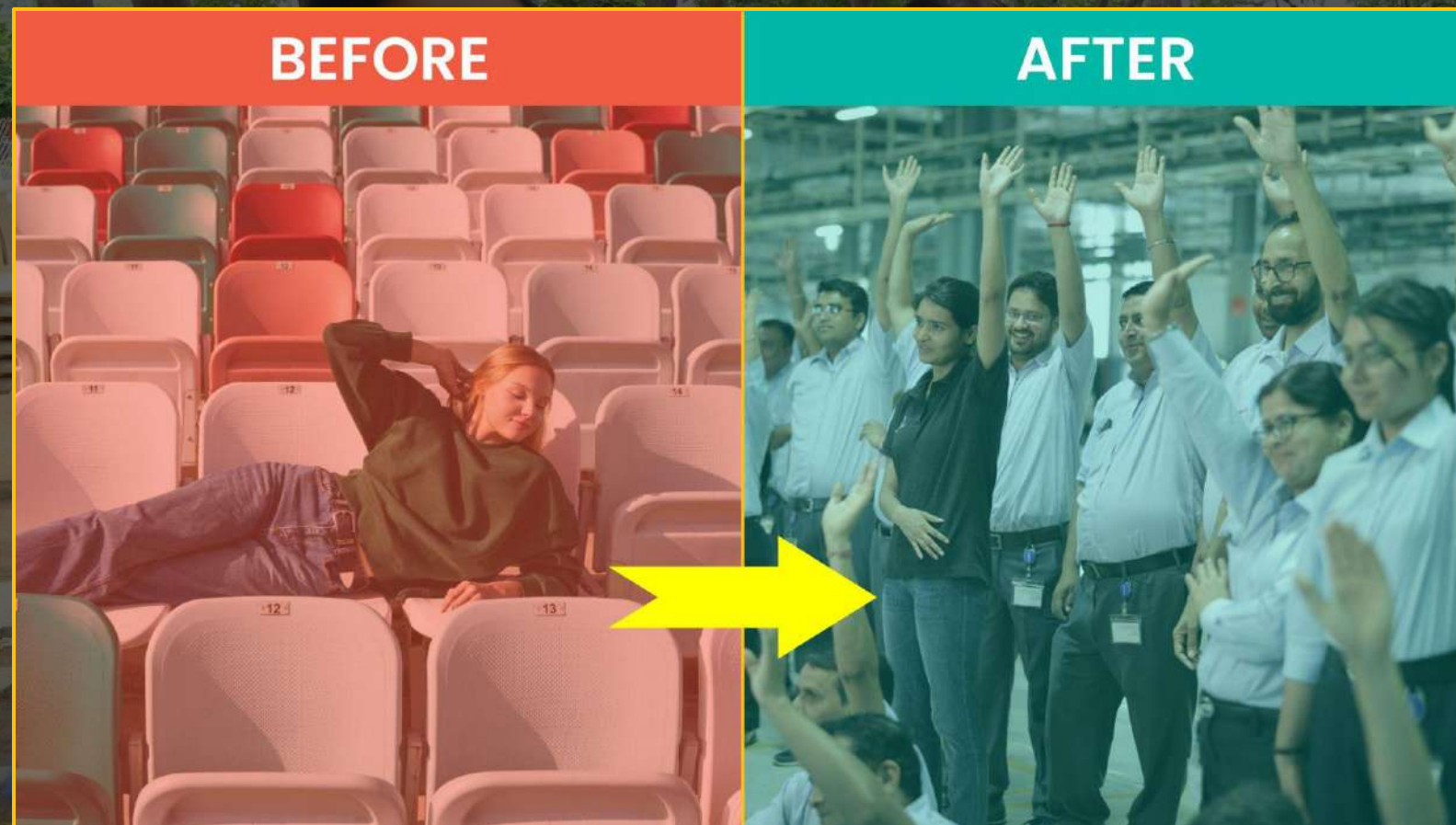
## COMICS ON POSH

Why join POSH Trainings!



# SUPPORTING SERVICES: TEASER AND LMS VIDEOS

## Teaser Videos Sample



Drive Engagement: Use Teaser Videos on Intranet and Internal Platforms

[CLICK TO WATCH](#)

## LMS Video Sample



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

[CLICK TO WATCH](#)

## LANGUAGES AVAILABLE

Français

French

English

English

हिन्दी

Hindi

मराठी

Marathi

ಕನ್ನಡ

Kannada

తెలుగు

Telugu

தமிழ்

Tamil

বাংলা

Bangla

മലയാളം

Malayalam

اُردُو

Urdu

ગુજરાતી

Gujarati

भोजपुरी

Bhojpuri

ଓଡ଼ିଆ

Odia

ਪੰਜਾਬੀ

Punjabi

অসমীয়া

Assamese

## PROGRAMS DELIVERED IN INDIAN STATES

- 
- |                    |                     |                 |
|--------------------|---------------------|-----------------|
| ❖ Andhra Pradesh   | ❖ Jammu and Kashmir | ❖ Rajasthan     |
| ❖ Assam            | ❖ Jharkhand         | ❖ Sikkim        |
| ❖ Bihar            | ❖ Karnataka         | ❖ Tamil Nadu    |
| ❖ Chhattisgarh     | ❖ Kerala            | ❖ Telangana     |
| ❖ Delhi-NCR        | ❖ Maharashtra       | ❖ Tripura       |
| ❖ Gujarat          | ❖ Meghalaya         | ❖ Uttar Pradesh |
| ❖ Haryana          | ❖ Odisha            | ❖ Uttarakhand   |
| ❖ Himachal Pradesh | ❖ Punjab            | ❖ West Bengal   |

## PROGRAMS DELIVERED IN AFRICAN REGION

- |         |         |        |
|---------|---------|--------|
| ❖ Benin | ❖ Gabon | ❖ Togo |
|---------|---------|--------|

# SHIKHA MITTAL

Founder and Director Be.artsy, awareness experts



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, PVMI etc.



Also Designed POSH Campaigns:

★ IT'S NOT OKAY

★ NEVER AGAIN

★ THIS STOPS HERE

★ MINDBUGS

★ BREAK THE CYCLE



External Member at various organizations

Winner  
of IIM 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)  
2010

**Beartsy**  
Foundation  
SCALING GOODNESS

Section 8 Company  
(Not For Profit)  
2020

**BE  
YOUR  
OWN  
SHAKTI**

EdTech Platform  
(For Profit)  
2022

# EMPANELLED TRAINERS



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

# 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. I am extremely happy to engage Be.artsy to train my senior leaders on Biases that will help Air India in becoming a employee inclusive and fair place to work.”



**ASHWANI LOHANI**  
Managing Director  
Air India



“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**  
Tata Coffee



“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



“We all shy away from topics like sexual harassment but the need of the hour is breaking stereotypes and talking about it. We keep doing a lot of mandatory classroom-based training but are we able to create that impact? probably NO.The way art has been blended with HR policies to bring out the best in people today. It was connected with my 10000+ employee base. Be.artsy’s work was just absolutely commendable.”



**KRITI GUTT**  
Manager Human Resources  
British Telecom



# CLIENT TESTIMONIALS

“Quite impressive that Street Theatre is also one of the ways to increase awareness. Street Theatre is the right way when we talk about the Indian context to learn and to get engaged. We were a bit hesitant, that what will happen, will it be really successful or not...”

But when the audience started joining in and when we saw the actors talking about it and bringing in the real life situations it gave that impact. What we feel is okay might not be okay always” is the message we wanted to give and it has landed well. I am looking for more such engagements with Be.artsy.”



**NAMITA GARG**  
Senior HR Manager  
**BOSCH India**



**BOSCH**

“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**



# CORPORATE CLIENTS



# UN AGENCIES, GOVERNMENT & EDUCATIONAL ORGANISATIONS



International  
Labour  
Organization



**GOVERNMENT OF  
HARYANA**



Delhi Judicial Academy  
दिल्ली न्यायिक अकादमी



# INTERNATIONAL PRESENCE



# 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.