



Is your Internal Committee valid?

Prepared for Demo Company Pvt Ltd · Headcount at the largest workplace: 31 to 100

81

out of 100

Your committee is likely not validly constituted

At least one requirement of Section 4 is missing. A complaint heard by a wrongly built committee can be challenged, and the employer can be fined up to Rs 50,000.

● Gaps to fix (1)

External member on the committee

Section 4(2)(c)

What to do: Appoint a qualified external member. Without one, the committee is not validly constituted.

● Not sure: check these first (1)

Annual report for last year

Section 21 and Rule 14

Confirm this is in place. If it is not: Prepare the annual report for last year and submit it to the employer and the District Officer.

● Already in place (12)

- | | |
|---|---|
| ✓ Committee set up by a written order | ✓ Written POSH policy shared with staff |
| ✓ Senior woman as Presiding Officer | ✓ Display notice at each workplace |
| ✓ Two or more employee members | ✓ Awareness session in the last 12 months |
| ✓ External member independent of management | ✓ Committee trained to run an inquiry |
| ✓ At least half the members are women | ✓ Cases disclosed in the annual report |
| ✓ Committee within its three-year term | ✓ Committee details on SHe-Box |

How Manas closes these gaps

Dr. Priya Dubey Sharma, Founder & Consulting Psychologist, joins your Internal Committee as the external member and takes part in every inquiry. We draft your policy, committee order and letters, give your committee a private online portal with the legal deadlines on every case, and prepare your Section 21 annual report.

Your plan: Rs 26,999 a year - setup included - prices exclusive of GST

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