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## 3rd National POSH Conclave & Excellence Awards

July 11th 2025 | The Lalit | New Delhi



SUPPORTED BY



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## **Esteemed Dignitaries** of the 3rd National POSH Conclave & Excellence Awards



★ **CHIEF GUEST - INAUGURAL**  
**Smt. Rekha Gupta**  
**HON'BLE CHIEF MINISTER**  
**DELHI**



**CHIEF GUEST - TECHNICAL**  
**Shri Jayant Chaudhary**  
**HON'BLE MINISTER OF STATE (I/C)**  
**MINISTRY OF SKILL DEVELOPMENT &**  
**ENTREPRENEURSHIP, GOI**



★ **CHIEF GUEST- POSH PANEL**  
**Smt. Vijaya K. Rahatkar**  
**CHAIRPERSON**  
**NATIONAL COMMISSION FOR**  
**WOMEN (NCW)**



**GUEST OF HONOR - TECHNICAL**  
**Dr. Pavan Duggal**  
**SENIOR ADVOCATE SUPREME COURT**  
**CYBER LAW EXPERT**



**GUEST OF HONOR - INAUGURAL**  
**Dr. Pinky Anand**  
**SENIOR ADVOCATE SUPREME COURT**  
**FORMER ADDITIONAL SOLICITOR GENERAL**  
**OF INDIA**

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## Speaker Panel

★ Confirmations are awaited from some speakers & dignitaries

### FOUNDERS



**Mr. Vishal Bhasin**  
Co-Founder  
POSH Mentor  
#NoMeansNo



**Mr. Vipin Pachouri**  
Co-Founder  
#NoMeansNo

### MENTORS



**Mr. R.K Bhasin**  
Secretary General  
FITS



**Ms. Kamal Singh**  
Mentor & Coach  
CSDT

### MODERATORS



**Dr. Himani Goswami**  
Certified  
PoSH Trainer



**Sakshi Issar**  
Certified  
PoSH Trainer

### CUSTODIANS OF COMPLIANCE



**Ms. Anita Pandey**  
Chairperson  
Local Committee  
Noida



**Ms. Meghna Ghai**  
Chairperson  
Local Committee  
Gurugram



**Adv. Noopur Singhal**  
Chairperson  
Local Committee  
New Delhi District



**Adv. Rekha Shukla**  
Member  
Child Welfare Committee  
(CWC) New Delhi

### LEGAL GUIDANCE



**Sh. Ajay Chaudhry**  
IPS, Spl. Commissioner  
of Police  
(SPUWAC & SPUNER)



**Dr. Pinky Anand**  
Senior Advocate  
Supreme Court



**Dr. Pavan Duggal**  
Senior Advocate  
Supreme Court  
Cyber Law Expert

### CORPORATE LEADERS



**Ms. Aarti Bhardwaj**  
D & I  
Nestlé India



**Ms. Dhvani Rao**  
Head Legal Counsel HR  
and digital laws,  
Nestlé India



**Ms. Gaurav Thakur**  
Head - HR  
Steelcase Asia Pacific  
Holdings India Pvt Ltd



**Mr. Rishikesh Raval**  
President Group HR &  
Corporate Communications,  
Zydus Lifesciences. Ltd



**Squadron Leader  
Deepaa (Retd)**  
Head- HR & Administration  
Attero Recycling Pvt Ltd



**Ms. Parvathy Tharamel**  
Partner  
Trilegal



**Ms. Apeksha Mattoo**  
Partner  
Trilegal



**Ms. Sulakshna Bramta**  
Regional Programming  
Head North & National  
Lead Purpose Initiatives  
92.7 BIG FM



**Ms. Ekaterina Naumova**  
HR Business Partner,  
Asia Pacific,  
Kaspersky Lab



**Mr. Chella Pitchai**  
TedX Speaker Global Head -  
Diversity, Equity & Inclusion,  
Biocon Biologics



**Ms. Savita Ganju**  
POSH Consultant,  
Air India



**Ms. Asha Pathania**  
Senior Vice President,  
FM & Hospitality  
PVR INOX Limited



**Ms. Bela Chawla**  
Senior Vice President,  
Employee Relations, Citi



**Khurafati Nitin**  
Radio Jockey  
92.7 BIG FM



**Mr. Jay Muthu**  
Country HR Director,  
British Telecom





## A Legacy of Leadership, A Movement of Change

Over the past two years, the National POSH Conclave & Excellence Awards has grown into India's most influential forum dedicated to fostering safe, inclusive, and dignified workplaces. The first two editions brought together changemakers, policymakers, legal experts, and corporate leaders under one roof to share perspectives, challenge norms, and celebrate transformative action in POSH implementation.

- Our **1st Edition** laid the foundation—establishing a much-needed national platform for cross-sectoral dialogue and learning.
- The **2nd Edition** raised the bar—with over 180 delegates, representation from top organizations, and an unprecedented response to the Excellence Awards which recognized organizations and individuals redefining workplace safety.

This year, we are set to make history again—only bigger, sharper, and more inclusive.

## What Makes the 3rd Edition Unmissable?

The 3rd National POSH Conclave isn't just a continuation—it's a leap forward. With the changing contours of workplaces, evolving social dynamics, and increasing complexities in implementation, this edition is bigger, bolder, and built to address what's next. **The Conclave will deep dive into future-ready compliance, equity-centered POSH practices, and inclusive design thinking**—themes that have emerged as critical through months of engagement with industry leaders, internal committees, and legal experts.

What sets this edition apart is the **depth of dialogue and the caliber of voices**—expect powerful insights from top dignitaries including representatives from the Ministry of Women & Child Development, National Commission for Women, UN Women, senior advocates, IPS officers, and local committee members. We're also joined by leaders from organizations that have been true trailblazers in POSH implementation.

**Every panel and session is painstakingly curated from real-time industry feedback**, grey areas observed in investigations, and systemic gaps in awareness and execution. From tech's role in POSH, to leadership accountability, to best practices for multi-location rollout—this conclave is a confluence of law, lived experience, and leadership.

Whether you're an IC member, HR head, legal advisor, or a DEI champion—this is where you want to be. Because safe workplaces aren't just about policies—they're about people.

## Focussed Panel Discussions



### POSH in the Age of AI

How emerging technologies are influencing behaviors, reporting, and surveillance—challenges & opportunities.



### Compliance, Audits & Penalties

Understanding the stakes—how to be audit-ready, where organizations falter, and how to course-correct.



### Sensitizing the Blue-Collared Workforce

Bridging the gap between policy and practice in factories, construction sites, logistics, and other informal spaces.



### The Role of Local Committees & District Officers

Exploring their powers, mandates, limitations, and ways to strengthen collaboration with Internal Committees.



### Gender-Neutral POSH Framework

Navigating real-life cases, inclusive policies, and the legal challenges around protecting all genders equitably.



### SHe-Box: Promise vs Practice

Evaluating the Government of India's digital initiative—effectiveness, gaps, and its role in institutional reporting.



### The Rise in POSH Reporting: Achievement or Alarm?

Analysing the numbers—do they reflect better awareness or deeper concerns?



### Challenges, Grey Areas, and Exceptional Practices

From false complaints to complex workplace hierarchies—real stories, practical solutions, and standout models.





## POSH EXCELLENCE AWARDS 2025 CELEBRATING INDIVIDUALS AND ORGANIZATIONS REDEFINING THE STANDARDS OF SAFE WORKPLACES.

After two impactful and inspiring editions that brought together India's most dedicated voices in the POSH space—from corporate leaders and IC members to legal experts, activists, and grassroots trainers—No Means No returns with its 3rd National POSH Conclave.

This year, we move beyond conversations to celebrate action, recognize changemakers, and inspire a new benchmark for safe workplaces.

Introducing the POSH Excellence Awards 2025

A national-level platform to honour individuals and organizations who are setting bold examples and pushing boundaries in the realm of POSH compliance, awareness, and inclusive culture-building.

**Recognizing individuals of strength, resilience, and empathy—those working tirelessly to make workplaces across India safe, dignified, and inclusive.**

### Who Can You Nominate?

If you know someone who is:

- A passionate POSH trainer creating impact on the ground
- A committed IC member or external advisor bringing clarity and compassion to the process
- A leader redefining workplace culture and compliance
- Driving POSH awareness in regional or underrepresented areas
- Using creativity, tech, or storytelling to educate and engage
- A grassroots advocate or legal ally ensuring no voice is left unheard

**You can nominate them—or yourself.**

**Yes, self-nominations are welcome.**

Or refer someone you believe deserves recognition

**—help us find and celebrate them!**

### Celebrating Organizations That Lead the Way

We invite nominations from organizations that:

- Promote a respectful and responsive workplace culture
- Demonstrate commitment beyond compliance
- Develop inclusive policies and practices
- Encourage transparent reporting and preventive mechanisms
- Innovate in awareness, training, and community outreach

### PLUS: Voluntary Recognition Awards by NoMeansNo

**Five special recognition awards** will be conferred directly by the organizers to individuals whose work has tangibly impacted real lives, especially at the grassroots level or in difficult-to-reach environments. No nomination required—just deep, authentic work that speaks for itself.

**All nominations will be reviewed by a distinguished jury comprising accomplished professionals from across industries, known for their expertise in POSH law, gender sensitization, diversity, equity, and inclusion.** This jury interaction will be your chance to share your work, answer relevant questions, and showcase supporting materials to help determine final awardees.

**Nominate. Acknowledge. Celebrate.**

Submit your nominations by: **June 25, 2025**

Shortlisted entries will be invited for a virtual jury interaction, where they can share their story and supporting documents.

Let's come together to honor the trailblazers, educators, guardians, and reformers who are changing the way India understands and implements POSH.





## Steelcase POSH Excellence Awards categories



### **POSH Vanguard**

For organizations that have demonstrated exceptional leadership and gone above and beyond to ensure high levels of awareness about PoSH.



### **Comprehensive Compliance**

Awarded to companies with robust compliance mechanisms covering policy, training, documentation, and IC support—above minimum mandates.



### **Internal Committee Excellence**

For ICs that have showcased fairness, neutrality, diligence, and capacity-building to ensure credible redressal and prevention efforts.



### **Zero Tolerance Trailblazer**

For organizations that have demonstrated swift, fair, and strong action in response to violations, reinforcing a zero-tolerance workplace.



### **Healthy Reporting Culture**

Awarded to organizations that have built an environment where employees feel safe to report, knowing they will be heard without retaliation.



### **Diversity & Inclusion Champion**

For workplaces that have embedded inclusive policies and practices to support diverse gender identities and backgrounds under PoSH.



### **Innovation in Awareness**

Recognizing unique, creative, and scalable approaches in sensitizing employees—be it through theatre, games, storytelling, or tech.



### **Safe Workplace Advocate**

For those consistently working toward safer physical, digital, and psychological environments through innovative interventions.



### **Outstanding POSH Policy Framework**

For organizations whose PoSH policy stands out in clarity, inclusivity, accessibility, and alignment with both legal and cultural standards.



### **Best Practice Pioneer**

Awarded to organizations that have introduced replicable PoSH models or processes that others in the industry can learn from.



### **Best Multi-Location POSH Rollout**

For organizations that have effectively implemented PoSH compliance, awareness, and redressal across multiple geographies and business units.



### **Excellence in Internal Committee Functioning**

To honor Internal Committees that demonstrate timely, fair, and thorough case handling, strong documentation, and employee trust.





## Steelcase POSH Excellence Awards categories



### Individual POSH Awards



#### External Member Excellence

For external IC members who have demonstrated outstanding integrity, legal acumen, and a balanced approach in guiding ICs and ensuring compliance.



#### PoSH Ambassador Award

For individuals within organizations who actively champion PoSH awareness, drive sensitization, and build safer workplaces through peer advocacy.



#### Community Outreach Champion

Recognizing organizations or individuals who have extended PoSH awareness beyond the workplace, impacting communities and marginalized groups.



#### Diversity & Inclusion Leader

Awarded to those leading the integration of diversity, equity, and inclusion principles within PoSH frameworks, ensuring intersectional safety.



#### Emerging Star Trainer

For up-and-coming trainers who have shown great promise in conducting impactful and engaging PoSH awareness sessions across sectors.



#### Mentor of the Year

For individuals who have gone the extra mile in mentoring IC members, sensitizing leaders, or developing PoSH implementation capacity.



#### Emerging POSH Voice

To recognize individuals or small initiatives that are new but making a significant mark in spreading awareness and dialogue on workplace dignity.



#### Comprehensive POSH Consultant

For consultants or consulting firms offering end-to-end PoSH support, from policy to inquiry, showing exceptional impact and engagement.



#### POSH Trainer of the Year Award

For individuals whose training sessions have been consistently impactful, transformative, and inclusive, across diverse employee groups.



#### POSH Enabler of the Year

Awarded to professionals working behind the scenes—HR, legal, or CSR—who ensure smooth implementation and compliance of the PoSH Act.



#### IC Chairperson of the Year

Recognizing IC Chairs who have led with fairness, legal clarity, and empathy, ensuring the credibility and neutrality of every case handled.



#### Leadership Commitment to POSH

Recognizing senior leaders who actively engage with PoSH implementation, set a culture of zero tolerance, and lead by example.



## Agenda

Time	Session	Speakers/Panelists
09:00AM – 09:45AM	Registration over tea/coffee	All Delegates
09:45AM – 09:55AM	Welcome Address	<b>Mr. Vishal Bhasin</b> , Co-Founder, NoMeansNo
09:55AM – 10:05AM	Industry Address	<b>By Secretary General, Federation of Industry, Trade &amp; Services</b>
10:05AM – 10:15AM	Lighting of the Lamp	<b>With dignitaries and guest speakers</b>
10:15AM – 10:25AM	Keynote Address	<b>By Knowledge Partner</b>
10:25AM – 10:35AM	Special Address	By Representative, <b>Title Sponsor</b>
10:35AM – 10:50AM	ChiefGuest Inaugural Address	<b>By Ms. Rekha Gupta, Hon'ble Chief Minister of Delhi</b> (In-principle consent received, confirmation awaited)
10:50AM – 11:10AM	<b>Awards &amp; Felicitations – Slot 1</b>	Presented by Ms. Rekha Gupta, Hon'ble Chief Minister of Delhi
11:10AM – 11:50AM	<b>Panel Discussion 1</b>	<b>POSH Beyond the Binary: Inclusivity for All Genders</b>
11:50AM – 12:30PM	<b>Panel Discussion 2</b>	<b>AI Meets Empathy: Tech's Impact on Human Relations &amp; POSH</b>
12:30PM – 12:40PM	Special Address Department of Women & Child Development, Govt of Delhi	Role, initiatives, and support in POSH implementation
12:40PM – 01:10PM	Welcome & Session with 2nd Chief Guest - Special Address, Book/White Paper Release & <b>Awards – Slot 2</b>	<b>Smt. Vijaya Rahatkar, Chairperson, National Commission for Women</b> (In-principle consent received, confirmation awaited)
01:10PM – 02:10PM	Lunch Break	





## Agenda

Time	Session	Speakers/Panelists
02:10PM – 02:50PM	<b>Panel Discussion 3</b>	<b>Leadership Matters: Building Accountability at the Top</b>
02:50PM – 03:30PM	<b>Panel Discussion 4</b>	<b>Judicial Trends &amp; Legal Nuances in POSH &amp; Role of Police</b>
03:30PM – 03:45PM	Welcome & Address – Technical Session Chief Guest	<b>Shri Jayant Chaudhary, Hon'ble Minister of State (Independent Charge), Ministry of Skill Development &amp; Entrepreneurship</b>
03:45PM – 04:05PM	<b>Awards &amp; Felicitations – Slot 3</b>	<b>Presented by Shri Jayant Chaudhary, Hon'ble Minister of State (Independent Charge), Ministry of Skill Development &amp; Entrepreneurship</b>
04:05PM – 04:45PM	<b>Panel Discussion 5</b>	<b>Industry Insights: Challenges &amp; Best Practices in POSH</b> Special Focus on Blue Collared Workplace Awareness
04:45PM – 05:15PM	<b>Panel Discussion 6</b>	<b>Compliance Infrastructure in POSH:</b> Annual Returns, Role of Local Committees & District Officers, and the SHE Box Portal
05:15PM – 05:30PM	Partnering for Change: Enabling Safer Workplaces	<b>NoMeansNo, A CSDT initiative</b>
05:30PM – 05:45PM	Closing Reflections & Vote of Thanks	<b>Co-Founder, NoMeansNo, CSDT</b>





## A Legacy of Impact: Chapter 1 & 2 Highlights

The journey of the POSH Conclave began in 2023 with an inspiring **Chapter 1** hosted in New Delhi, bringing together over 100 delegates from top corporates and PSUs. The event featured eminent speakers from the National Commission for Women (NCW), Delhi Commission for Women (DCW), Ministry of Women & Child Development, leading legal luminaries, and senior corporate leaders. A key highlight of the conclave was the **launch of POSH Unplugged**, authored by Vishal Bhasin, Co-founder of NoMeansNo—a thought-provoking book offering deep insights into workplace dignity and sexual harassment laws.

**Chapter 2**, held in 2024, scaled new heights with the participation of **200+ delegates** and a distinguished guest list. The **Chairperson of NCW** graced the event as **Chief Guest**, accompanied by senior IPS officers, legal experts, **UN Women representatives**, and members of Local Committees from across India. This chapter marked the **release of the IC Pro Guide**, a comprehensive handbook for Internal Committee members. The edition also **introduced the Excellence in POSH Implementation Awards**, recognizing organizations leading the way in building respectful, compliant, and inclusive work environments. With each chapter, the Conclave continues to grow—not just in scale, but in substance and significance.



## Participations from leading corporate & government organisations







## Let's Build Safer Workplaces, Together.

The POSH Conclave is more than an event—it's a powerful movement toward workplaces that are safe, inclusive, and accountable.

Over the last few pages, you've glimpsed what makes this conclave one of a kind—from rich panel discussions and expert-led masterclasses to immersive case explorations and real-world best practices. Now, the next step is yours.

Whether you're:

- ◆ An HR leader or compliance professional eager to deepen your understanding,
- ◆ An organization looking to strengthen its culture of respect,
- ◆ A brand committed to supporting safe workplaces and seeking meaningful visibility,
- ◆ Or a POSH practitioner, Internal Committee Member or external member ready to connect with the community...

This is your invitation to be part of something extraordinary.

### BECOME A PARTNER

Showcase your commitment to gender justice, dignity, and corporate responsibility by partnering with India's most prestigious POSH platform. Let's co-create an experience that puts your brand at the heart of change.

### POSH EXCELLENCE AWARDS NOMINATIONS

Are you at the forefront of fostering a safe and inclusive workplace? Now is the moment to have your hard work acknowledged at the highest level! Reach out to us to learn more about the various award categories available.

### REGISTER AS A DELEGATE

Gain access to the most insightful minds in the POSH ecosystem. Immerse in knowledge, walk away with takeaways you can implement immediately.

- 👉 Limited seats available.
- 👉 Group discounts for organizations sending 3+ participants.

### HAVE QUESTIONS?

*Whether you're curious about sponsorship opportunities, want help with registration, or just need to talk through how this conclave can add value to your journey—we're just a message away.*

**Let's not just talk about safe workplaces.**

**Let's build them. Together.**

**Join us at the POSH Conclave.**



# NoMeansNo

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