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## 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)



**CENTRE FOR SKILL**  
Development & Training  
Engage. Transform. Evolve

★ In-principle consent received. Confirmation awaited



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## Recognising Impact. Inspiring Change.

As part of the 3rd National POSH Conclave 2025, being held on 11th July 2025 at The Lalit, New Delhi, we are proud to present the POSH Excellence Awards—India's most prestigious platform to celebrate individuals and organizations who have gone beyond compliance to build safer, inclusive, and dignified workplaces.

This year's conclave is set to witness a convergence of over 200 delegates from leading corporates, PSUs, government bodies, and grassroots organizations. With confirmed and invited dignitaries including **Ms. Rekha Gupta, Hon'ble Chief Minister** of Delhi, **Mr. Jayant Chaudhary, Hon'ble Minister of Skill Development & Entrepreneurship** (GOI), **Ms. Vijaya Rahatkar, Chairperson, National Commission for Women**, senior officials from Ministry of Women & Child Development, UN Women, Local Committees, senior advocates, IPS officers, and champions of the cause—this is undoubtedly the country's biggest gathering on the POSH law and its real impact.

In this context, the **POSH Excellence Awards** are a tribute to the tireless work being done—often quietly, often behind the scenes—to uphold dignity at the workplace. These awards honour both individual excellence and institutional leadership across diverse categories. Whether you're a POSH trainer, an IC chairperson, a corporate champion, or a grassroots enabler

—**this is your moment to shine.**

Awards Powered by **Steelcase**

This year, the awards are proudly sponsored and powered by **Steelcase**, a global leader in workplace innovation and inclusivity. Steelcase has long championed the cause of equitable workspaces—where every voice matters and everyone belongs.

In a special tribute to inspiring women leaders, select individual awards will carry the prestigious title under Steelcase's banner initiative:

**"Women of Steel"** – followed by the relevant award category (e.g., Women of Steel: Emerging POSH Voice, Women of Steel: Trainer of the Year).



# 3RD NATIONAL POSH EXCELLENCE AWARDS



## Organisational POSH Awards



### **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.

If your organization is actively **fostering a culture of respect, responsiveness, and inclusion** at the workplace, it's time to step into the spotlight. **The POSH Excellence Awards 2025 invite nominations from institutions that demonstrate a commitment beyond compliance**—those that are shaping inclusive policies, encouraging transparent reporting, and implementing robust preventive mechanisms. Whether you've pioneered innovative awareness campaigns, built impactful training programs, or driven community engagement on gender sensitivity, this is your chance to be recognized on a national platform.

## NOMINATE YOUR ORGANIZATION AND JOIN THE MOVEMENT FOR SAFER, MORE DIGNIFIED WORKPLACES.



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# 3RD NATIONAL POSH EXCELLENCE AWARDS



## 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.

Do you know **someone who's driving real change in the space of workplace safety and gender inclusion**? The POSH Excellence Awards 2025 are **now open for individual nominations—recognizing trainers, IC members, leaders, and advocates who go beyond the mandate**. Whether they're a passionate PoSH trainer creating ground-level impact, an IC member or advisor bringing both clarity and compassion to investigations, or a leader redefining compliance through empathy and innovation, we want to hear their story. From those working in regional languages and underserved areas to individuals using creativity, technology, or storytelling to engage diverse audiences—every voice matters.

**YOU CAN NOMINATE YOURSELF OR REFER SOMEONE WHOSE CONTRIBUTION DESERVES THE NATIONAL STAGE.**



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## Why Apply?

- Get recognised at India's biggest POSH platform
- Be felicitated by national dignitaries and thought leaders
- Inspire others through your workplace success story
- Feature in our POSH Impact Compendium 2025
- Position your brand or career as a champion of workplace dignity

## Nomination Details

- Open to Individuals and Institutions
- **Last date** to nominate: **25th June 2025**

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.



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



**Dr. Himani Goswami**  
Certified  
PoSH Trainer



**Adv. Rekha Shukla**  
Member (CWC) and former  
Member LC - New Delhi

This jury interaction will be your chance to share your work, answer relevant questions, and showcase supporting materials to help determine final awardees.

For any support on category selection or filing your nomination, our team will be happy to guide you.

**COME, TAKE YOUR PLACE ON THE NATIONAL  
STAGE. LET THE COUNTRY KNOW YOUR  
COMMITMENT TO DIGNITY AT WORK.**

