



## **Programme Brochure**

**02 July - 10 August 2020**

**6 Workshops over 6 weeks**

**For IC members from organisations**

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**Interweave**  
because we are all different



**"We understand the law and we know the rules around the PoSH ACT. but every case is complex and just knowing the law is not enough to resolve complaints"**

**"We need to ability to sensitively and intelligently interpret facts along with the legal provisions to offer fair and practical solutions on the ground"**

**"And honestly, I'm on the IC apart from handling a day job. So I wish we could have a way to understand this subject better so that we are able to take key decisions"**

**"As IC members we have the responsibility to create a safe and respectful workplace. Employees look upto us to responsibly handle cases and resolve them - Errors can be costly to all parties involved"**



**IC Members**

# IC Certification Programme

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This **comprehensive certification** course for IC members takes a **nuts and bolts approach** to equip participants with the confidence required for the **practical implementation** of legal provisions



With inputs from **experienced experts** in the field, including legal professionals, HR leaders, and IC Chairpersons who have been there and done that, this is a go-to course for anyone sitting on a PoSH IC or is likely to be on one.

This **intense learning experience** is split into 6 modules spread over 6 weeks. The course is packed with powerful reflections, mandatory readings, graded assignments and challenging scenarios to think through.



With an assured standard of **rigour, thoroughness and excellence combined with individual attention for participants**, this course addresses investigations with practical insights in the absence of precedents



Understand the law and its applications in complex scenarios



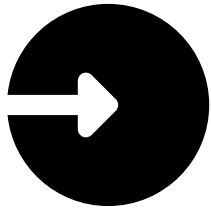
Peer to peer sharing of cases and deliberations leading to solutions



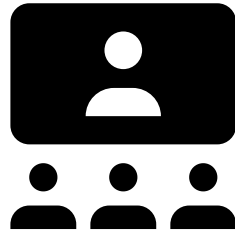
Virtual Classrooms and Interactive learning & graded assignments

# The Learning Journey

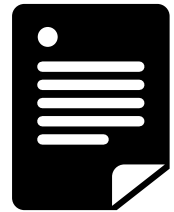
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Programme Registration and enrollment



6 Online workshops by EXPERTS in the field



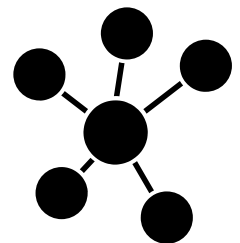
The law, Case studies and reading material



Access documents and reading materials online



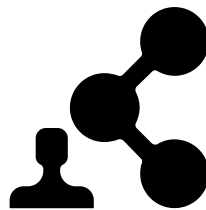
Rigorous learning and graded assignments



Learning from peers across various industries



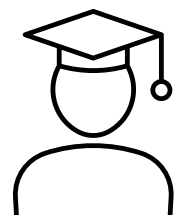
Enhanced and detailed PoSH perspectives - a 360 degree view



Q&A with the Instructors to clarify and raise questions



Ready to take on challenging cases



A Certified IC Member in your organisation

# About the Course

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**Interweave Consulting** is empanelled by the Ministry of Women & Child Development, Government of India for Trainings/Workshops on the Prevention of Sexual Harassment ACT. This combined with years of practical experience and case investigations will ensure that participants have an intense and insightful learning experience



Split into 6 modules spread over 6 weeks, this course will give you the tools you need to fairly evaluate and investigate sexual harassment cases within your organisation as a member of the official Internal Complaints Committee (IC).

Experts in the field, including legal professionals, HR leaders, and IC Chairpersons will facilitate the sessions, offering practical insights along with interactive Q&A time.

## Course Format

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**The certification course is divided into three parts:**



**Pre-work:** Consists of learner engagement through offline activities such as case studies, research papers and relevant articles. Estimated 2 hours of self-work, prior to each live session.

**Live Sessions:** Each module will have live sessions with the curators and leading industry experts, that will help participants gain a deep understanding of key issues and concepts. These sessions will be facilitated via a virtual learning platform.

**Post-work:** This included assessments, quizzes and assignments that will be given to each participant at the end of every session (Mandatory assignments with grading) The assessments will be conducted via a virtual classroom.

## Course Details

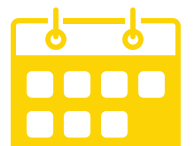
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**Date of commencement:** 02 July 2020

**Session Duration:** 2 hour web workshops (1 a week)

**Course Length:** 6 weeks

**Virtual Platforms:** Details will be shared with the participants



# Facilitators

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Nirmala Menon,  
Founder and CEO  
Interweave Consulting

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Nirmala Menon, Founder and CEO of Interweave Consulting is an HR professional with a global experience of over 30 years across multiple industries. Educated in India and the US, combined with her exposure to international work experience has made D&I a personal area of interest. Her last corporate job was with IBM as the Employee Relations and Diversity leader for India where she gained wide and varied experience in the area of Diversity and Inclusion Management, including opportunities to work on and facilitate interventions in several locations - Asia Pacific region, Ireland, Canada, Mexico and the United States



Veena Gopalakrishnan  
Partner  
AZB & Partners

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Veena Gopalakrishnan Is a partner and employment expert at AZB & Partners. She has been actively involved in advisory services pertaining to workplace sexual harassment, legal aspects of diversity and inclusiveness, including drafting and reviewing employment policies and educating employers on their duties and obligations in this respect.



Ruchira Gokhale  
Head, Consulting Vertical  
INterweave Consulting

Ruchira Gokhale is a Certified Diversity Professional and a qualified Human Resource specialist with a career spanning eighteen years. She brings operational as well as leadership expertise in the area of Talent Management and Business Partnering. A science graduate with a post-graduate degree in Human Resource from Pune University, a large part of her career has been with Organizations such as Thermax and Cummins.

Interweave Consulting is a leading Diversity & Inclusion (D&I) solutions firm in India- a one-stop-shop for an organisations' D&I needs

Interweave prides itself as being on the cutting edge of all that is trending in the Indian marketplace. With thoughtfully crafted and customised solutions, Interweave partners organisations to arrive at practical and culturally relevant initiatives for best impact.

Founded in 2006 by Nirmala Menon, Interweave has since partnered with over 400+ organisations and trained over 3 lakh professionals to enhance their skills in building safe and inclusive work cultures in their organizations. Interweave is Catalysts' strategic partner in India



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