

CAPACITY BUILDING PROGRAM for EXTERNAL MEMBER ADVISORS

FAQs

1. What is the duration of the capacity building program?

The duration of the capacity building program is 3 months.

2. Who is involved in administering the capacity building program?

The capacity building program is conceptualised, co-ordinated and marketed by Ungender, an advisory firm focusing on ensuring diversity and inclusivity at workplaces through legal compliance. Ungender is one of the leading advisory firms in India focusing on end-to-end implementation of Prevention of Sexual Harassment at Workplace Act, 2013. Ungender has worked with and educated more than 100 workplaces in India and impacted 50,000+ people through their industry specific products and services around this law.

3. What is the mode of conducting this capacity building program?

The capacity building program shall be conducted online only. There is no classroom training involved.

4. What is the methodology of the training program?

Lectures will be conducted on a learning management system through text based modules & videos. Sufficient practice tests and case studies for self-assessment. Regular Online webinars will be held for doubt clarification and industry experts' insights.

5. What is the time commitment needed from me to attend this capacity building program?

The participant should spend 2-3 hours per week while accessing the capacity building program to get full value of the program.

6. What is the time and duration for which the trainee has to log in?

Since the entire content is online through the learning management system, therefore the trainee should be spending at least 2-3 hours per week online to access the training program.

7. Who will benefit from the capacity building program?

The Capacity building program is designed for HR professionals, Lawyers, NGO Professionals or anyone who is either a member of the Internal Complaints Committee constituted under POSH Act, 2013 or wants to get on board the ICC as External Member.

8. Will there be any practical training along with theory?

With this capacity building program, you will be learning about how to become an effective external member on the Internal Complaints Committee constituted in any workplace under Prevention of Sexual Harassment at Workplace Act, 2013. Apart from the theoretical understanding of the Act, the program covers all necessary guidelines relevant to conducting investigations of sexual harassment complaints as part of ICC, including documentation, timeline and procedural guidelines. For more details of the program structure, kindly refer to the brochure.

9. Will I learn how to write various reports as required during investigations of sexual harassment complaints with this capacity building program?

Yes, you will be provided templates and formats of all the reports that are required to be written as part of the documentation guidelines under the Act. For more details of the program structure, kindly refer to the brochure.

10. How will the evaluation and certification be done?

The evaluation shall be done at the end of 3 months. The evaluation will be through multiple choice question format. The online MCQs are to be attempted online.

11. Will the tests be conducted on line or face to face?

The test can be taken by logging in to the online learning management system from any location. You do not need to go to any centre or another city to give the test.

12. Will I learn to how to conduct awareness training of employees of any organization covered in the capacity building program?

No, that is not specifically covered under the capacity building program. However, a detailed understanding of the Act will help you determine the elements to be covered in the awareness training program. Further, you can get in touch with Ungender Team at contact@ungender.in to get details on conducting awareness training of employees within an organization.