

POSH Annual Compliance Checklist (HR)

HR & WorkTech

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Audits POSH Act annual compliance — policy, IC constitution (incl. external member), training, annual report to the district officer, display and records — with penalty exposure. Use it to verify POSH compliance. To set it up from scratch, use the POSH Policy + IC Kit.

Purpose of this tool & output

Yearly HR checklist: training, IC report and district filing

How the output is used

Use it to audit your POSH obligations for the year — IC constitution, training, records and the annual return.

Who should vet it

A POSH consultant or lawyer, to confirm the IC and annual-return compliance before you file.

Important cautions

AI-generated audit; POSH is mandatory; consult a specialist.

Companion documents

- HR Compliance Audit Checklist
- Statutory Register Audit
- PF / ESI Filing Audit
- Contractor Compliance Audit
- HR Document Health Check

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.