

POSH Policy + IC Kit

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

Drafts a POSH Act 2013 policy plus an Internal Committee setup kit — IC composition, complaint process with 90-day timelines and annual compliance. Mandatory at 10+ employees. Use it to become POSH-compliant. To audit your existing POSH compliance, use the POSH Annual Compliance Audit.

Purpose of this tool & output

Draft a POSH policy and set up the Internal Committee

How the output is used

Use it to draft a POSH policy and set up the Internal Committee (IC) as the POSH Act mandates.

Who receives it

It is a mandatory workplace policy owned by the employer, applied to all employees, displayed at the workplace and shared with the Internal Committee.

Important cautions

AI-generated draft; POSH is mandatory and penalty-backed; a lawyer should review.

Companion documents

- HR Policy Drafting
- Leave Policy Generator
- Attendance & WFH Policy
- Moonlighting Policy
- Grievance Redressal Policy
- Social Media Policy

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.