

IMPACT PROGRAM

I. POSH Compliance Services for Corporates:

- 1.Appointment of External Member of the ICC/POSH Committee.
- 2.Formation of Internal Committee (IC).
- 3.Training of Members of the IC.
- 4.Employee Awareness Sessions.
- 5.Making suitable posters to display at the organization.
- 6.Handle sexual harassment cases and Case report drafting.
- 7.Support companies with documentation.
- 8.Formation of suitable organizational policy for POSH.
- 9.Support in filling of the annual report to the district authority
- 10.Counselling services to victim of the sexual harassment.
- 11.Attending POSH Committee meetings.
- 12.Research and Development in the area of safe working place.

II. Training of Trainers as POSH enablers, consultants and external members:

Details training and certification to individuals.

III. POCSO (Protection of Children from Sexual Offenses) Training for Schools/Colleges and Child Care Institutions

- 1.POCSO awareness sessions to the students and teachers.
- 2.Formation of policy.
- 3.Formation of POCSO committee and training to members.
- 4.Development of IEC material for training.
- 5.Referral of child abuse cases to Child Welfare Committee.
- 6.Networking with CWCs /NGOs.

IV. CSR training

- 1.Helping corporates/organizations to develop CSR policy.
- 2.Helping corporates to form CSR Committee and training.
- 3.Helping them in CSR project implementation/monitoring and Evaluation strategies.
- 4.Helping them in impact assessment.
- 5.Research and Development.



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V. CSR Project Third-Party Impact Assessment:

1. Conducting Impact Assessment Survey, to evaluate the impact of developmental interventions carried out.
2. Programmatic Review – Monitoring, evaluation, recommendation & reporting of the CSR projects carried out.
3. Collate quantitative data on the number of beneficiaries who have directly benefited from each of the interventions.
4. Gather qualitative information from the beneficiaries on the benefits.
5. Gap Analysis of expected project outcomes (as per proposal) vs actual on-ground delivery.
6. Detailed review of delivery to beneficiaries.
7. Assessing impact upon completion of the CSR Projects and recommendations for future CSR roadmap based on assessment.

VI. Soft Skill Training for employees

VII. Fundraising training for NGOs

Principal trainers:

1. Mrs. Chris Shenoy

Manager - Projects, Child Help Foundation

15 years of experience with children and women. Worked with renowned organizations like YWCA of Bombay, World Vision and many more national and international organizations. Certified POSH & Child Rights Trainer.

2. Ms. Deepika Rathod

Asst. Manager - Resource Mobilization, Child Help Foundation

Passionate about supporting children's welfare, actively involved in initiatives at the Palghar Residential School. Currently, serve on the POSH committees of brands like SBI Securities, Ginger Hotel, and Iksula, and more advocating for safe workplace.

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