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BEST L&D CONSULTANT AWARD
ETHR world future skill
awards 2026

TRAIN THE TRAINER

POSH & POCESO

Learn best practices from experts for preventing
and addressing sexual harassment in the
workplace



www.protouchpro.com

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About Protouch

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Protouch is an ETHR Award-winning Learning & Development organization dedicated to helping professionals fast-track their career growth and enabling organizations to build future-ready talent. Through globally recognized certification programs, corporate training, coaching, consulting, and workshops, we empower individuals with practical, industry-relevant skills that drive measurable career and business outcomes. As an ISO 9001:2015 Certified company, Protouch is committed to delivering high-quality learning experiences that create lasting impact for both professionals and organizations.

- Accredited by SHRM, HRCI, CPD, ICF & IABAC
- 10,000+ Professionals Trained & Certified
- Trusted by 250+ Organizations



- Strong Alumni Network Across Industries
- Expert Faculty with Industry Experience
- 3,000+ Positive Google Reviews



Dr. Aparna Sethi is a globally recognized HR leader, corporate trainer, author, and Founder of Protouch Professional Training. With expertise in HR, Learning & Development, Diversity & Inclusion, and Leadership Development, she has empowered 50,000+ professionals and helped organizations build inclusive, high-performing workplaces.

An author of three books on Diversity & Inclusion, she specializes in POSH, Emotional Intelligence, Coaching, and Talent Development. Through Protouch, she delivers impactful learning solutions that strengthen employee capability, workplace culture, and future-ready leadership.

Dr. Aparna Sethi

Protouch Founder



RECOGNITIONS



Protouch an **ETHR Award-winning** organization, is recognized as one of the 10 Best Startups in Corporate Training, Education Excellence Award and Indian Achievers' Award for Training Excellence among many others. These awards emphasize the exceptional accomplishments of the company and its noteworthy contributions to the enhancement of executive education and training.

Why Certification Matters

Organizations across India are mandated to comply with the POSH Act, creating a growing demand for trained POSH professionals, Internal Committee members, trainers, and consultants

1 Career Opportunities



POSH Trainer



External IC Member



Compliance Consultant



**HR Compliance
Specialist**



**Diversity & Inclusion
Facilitator**



Corporate Facilitator

2 Programme Outcomes



Conduct POSH Awareness Sessions



Deliver IC Capacity Building Programmes



Support Organizations in POSH Compliance



Facilitate Engaging Training Programmes



Handle Group Dynamics Effectively



Build a Career in POSH Consulting & Training

Global Recognition & Industry Credibility

INTERNATIONAL RECOGNITION



—SHRM-CP | SHRM-SCP—

SHRM RECOGNITION

Protouch is recognized by SHRM to offer professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP



HRCI RECOGNITION

Meets recertification credit standards
Demonstrates commitment to professional excellence
Recognized by HR professionals worldwide



CPD ACCREDITATION

Supports lifelong learning and skill development
Enhances professional credibility
Recognized across multiple industries and countries

BENEFITS OF INTERNATIONAL RECOGNITION



Enhanced Professional Credibility

Globally recognized certifications strengthen your profile as a POSH & POCSO professional.



Better Consulting Opportunities

Gain an edge while pursuing opportunities as a trainer, facilitator, consultant, or External IC Member.



Trusted by Organizations

Recognition from leading professional bodies demonstrates commitment to compliance and continuous learning.

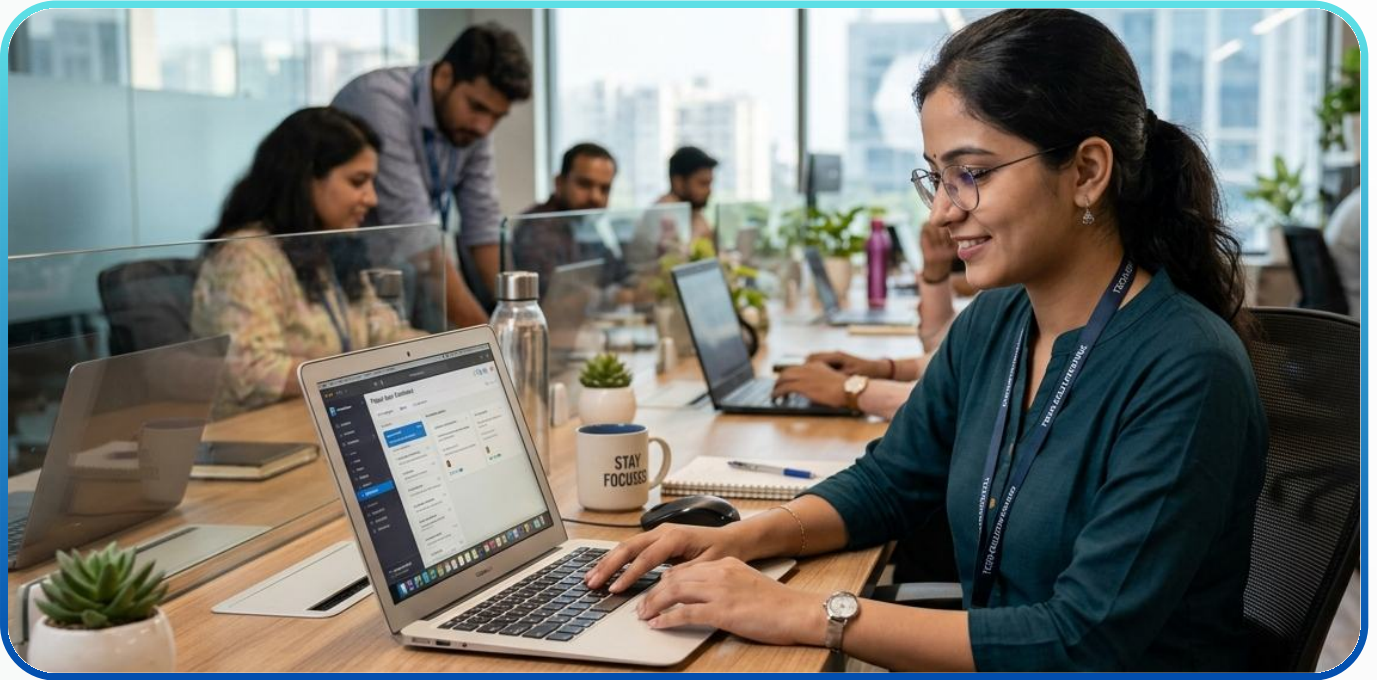


Global Learning Standards

Learn through programmes aligned with internationally recognized professional development frameworks.

Training Methodology

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Audio-Video

Interactive Presentation

Case Studies

Roleplay

Activity Sheets

Study Material:

PowerPoint presentation, case studies, templates



POSH

(Prevention of Sexual
Harassment)

POSH

Learning Modules

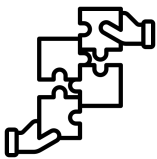
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Social **Impact**



POSH **Act**



IC Capacity **Building**



Training **Delivery**

About the POSH Programme

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By the successful completion of the program, participants will be able to:

- Conduct employee sensitisation training
- Conduct IC Capacity Building session
- Participants will be able to become IC external members
- Make a successful career in the field of facilitation and training
- Successfully apply the adult learning principles in training
- Make a positive impact on trainees and organisations
- Manage the group dynamics in training and corporate context

Who Should Attend

.....

01 HR Heads

02 IC Members

03 Trainers

04 External IC Members

05 Advocates

06 New Potential Trainers
(freelance or corporate)

07 Professional trainers who
want to get certified by
Protouch



Module Plan

.....



01

Understanding Unconscious Bias

- Diversity & Inclusion
- Gender Sensitization
- Unconscious Bias at Workplace
- Building an Inclusive Culture



02

POSH Act

- Objectives of the POSH Act
- Key Definitions & Concepts
- Internal Committee Formation
- Complaint & Redressal Process



03

Internal Committee

- Roles & Responsibilities of IC
- AI in Complaint Handling Process
- Investigation & Inquiry Procedures
- Documentation & Annual Reporting



04

Training Delivery

- Challenges in POSH Training
- Effective Facilitation Techniques
- Online & Classroom Delivery
- Case Studies & Practical Scenarios



POCSO

(Protection of Children from
Sexual Offences)

POCSO

Learning Modules

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The Law That Protects

Deep Dive into POCSO
Act



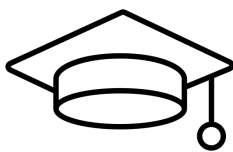
Responding Rights

Stakeholder Duties & Reporting
Protocols



Safe Space Start with US

Prevention & Proactive Measures



Empower to Educate

Facilitation Techniques for
POCSO Awareness

About the POCSO Programme

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By the successful completion of the program, participants will be able to:

- Confidently interpret and explain the legal provisions under the POCSO Act.
- Facilitate child protection awareness sessions in schools, institutions, NGOs, and workplaces.
- Draft and review child safety policies for organizations.
- Act as the first point of contact for reporting and addressing concerns around child sexual abuse.
- Collaborate with internal committees and legal advisors for preventive strategies.
- Handle sensitive conversations with children, parents, and employees with empathy and legal clarity.

Who Should Attend

.....

01

HR Professionals

02

Corporate Trainers & POSH
Facilitators expanding their portfolio

03

Teachers, Principals & Counselors

04

NGO Workers

05

Lawyers & Legal Advisors

06

CSR Leaders designing child
focused community programs

07

Parents and caregivers



Module Plan

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01

Understanding the POCSO Act

- Purpose & Objectives of POCSO
- Key Definitions & Terminology
- Child Rights & Legal Protection
- Mandatory Reporting & Penalties



02

Stakeholder Duties & Reporting Protocols

- Roles of Key Stakeholders
- Institutional Responsibilities
- Reporting Procedures under POCSO
- Case Documentation & Compliance



03

Prevention & Proactive Measures

- Child Protection Policy Design
- Child-Friendly Communication
- Investigation Fundamentals
- Prevention through Awareness



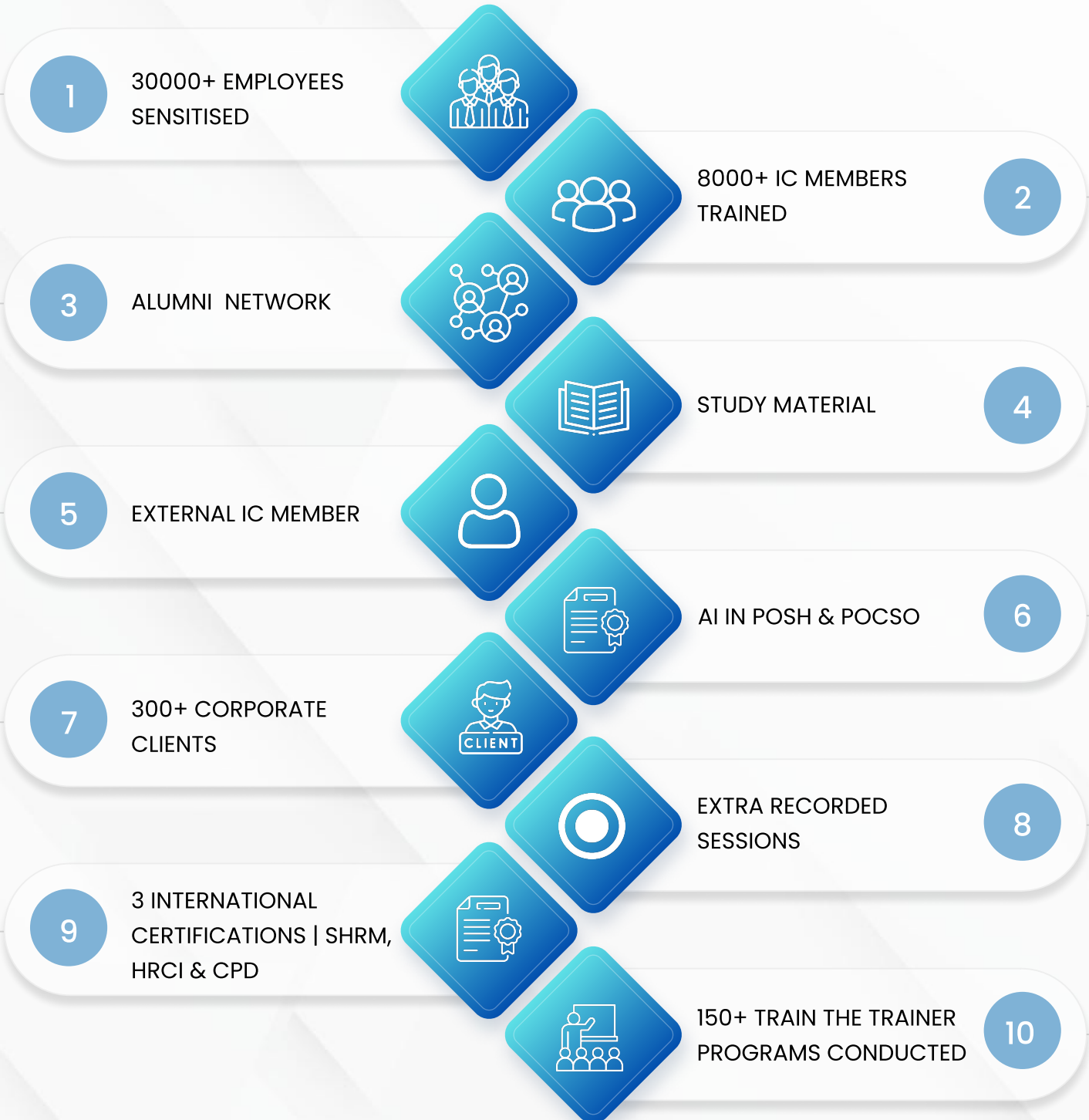
04

Facilitation Techniques for POCSO Awareness

- Understanding POCSO Challenges
- Effective Awareness Delivery
- Online & Classroom Facilitation
- Participant Engagement Strategies

Protouch Advantage

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Earn Globally Recognized POSH Certificates



Become a Certified Train the Trainer on POSH

POCSO

Certificates



Become a Certified Train the Trainer on POCSO

Real People Real Opportunities

.....



We Don't Assure Opportunities. But We Create Possibilities.

Protouch

Esteemed Clients



Client Experience

.....



Rupali Kharadkar



Great!!! I always admire the **trainings of Protouch**. This training specifically has many **sensitive and legal aspects** which Dr. Aparna has explained in her unique ways. The content of this training program is **thoroughly covered** by her. Very **well designed content**. We as a learner received a-lot of **material to refer for future references**

Highly satisfied with the **POCSO training program of Protouch** I have done **Corporate Training, POSH** and now this POCSO TRAININGS with Protouch.

Thank you very much Dr. Aparna, poonam and the whole team of Protouch. **Looking forward to continuing the learning with Protouch.**



Himadri tamuli



I recently completed the **POSH Train-the-Trainer certification with ProTouch** Corporate Training, led by **Dr. Aparna Sethi**, and it was a **truly enriching experience**.

One of the things I appreciated most was her ability to deliver complex topics with **exceptional clarity** while keeping the sessions **highly engaging and interactive**. She emphasized not just the **legal framework and guidelines**, but also the importance of understanding the impact of **workplace behavior** and approaching POSH discussions with **sensitivity, neutrality, and balance**. She was **incredibly supportive** throughout the program, patiently addressing questions and providing **guidance whenever needed**. The training left a **lasting impression** on me, and I would not hesitate to seek her guidance in the future.

I thoroughly enjoyed the certification and would **highly recommend** it to anyone looking to **build knowledge and confidence** in the POSH space.



Priya Yadav



The **POCSO training** given by Dr. Aparna Sethi was really **more than expected**. Also, this training program should be done by **every individual** who is part of NGO, pursuing LAW or running their legal entity as to help the CHILDRENS to know their rights... Also the content, the **knowledge given by Dr. Sethi** was really amazing. The sessions had been so much **interesting and knowledgeable** as well... The **detailed information** was shared on **Pocso ACT** and implementation of the same in an organization. **A MUST RECOMMENDED** Training one should take from PROTOUCH.

Certification Programmes



Self Pace Programmes





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