

**STATUTORY CERTIFICATE OF POSH AWARENESS & SENSITIZATION TRAINING**  
(Issued under Section 19(c) of the Sexual Harassment of Women at Workplace Act, 2013)

Certificate Reference No.: TCE/POSH/2024-25/0154

Date: 12/01/2026

**1. INSTITUTION PARTICULARS**

Name of Institution: Northern India Public School, Gajraula  
Affiliation/Registration No.: 2131963  
Complete Address: Jalalpur Kalan, Gajraula, Amroha, Uttar Pradesh.  
District & State: Amroha, Uttar Pradesh

**2. TRAINING PARTICULARS**

Nature of Programme: **POSH Awareness & Sensitization Session**  
Mode of Training: **Offline (In-Person)**  
Date of Training: 23/12/2025  
Legal Provision: Section 19(c) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.  
(This programme was conducted in discharge of the employer's statutory duties under Section 19(c) of the Act.)

**3. COVERAGE DETAILS**

Total Number of Participants: 35  
Category of Participants: **Teaching & Non-Teaching Staff**  
The awareness session covered all categories of employees present at the workplace on the date of training.

**4. TRAINING SCOPE & CONTENT**

- Overview and objectives of the POSH Act, 2013
- Meaning and forms of sexual harassment at workplace
- Employer obligations under the Act
- Role, composition and importance of the Internal Committee
- Complaint redressal mechanism and prescribed timelines
- Preventive measures and expected workplace conduct

**5. OUTCOME STATEMENT**

The programme successfully sensitized the participants and fulfilled the employer's statutory obligation to create awareness and prevent sexual harassment at the workplace, in accordance with Section 19(c) of the POSH Act, 2013.

**6. ADVISORY ON PERIODIC AWARENESS (COMPLIANCE NOTE)**

As a matter of good compliance practice under the POSH Act, it is advisable that periodic refresher POSH awareness sessions be conducted at regular intervals, preferably within a period of six months.

**7. STATUTORY DECLARATION**

I hereby declare that the above POSH Awareness & Sensitization Programme was conducted by me in my professional capacity as a POSH Act Trainer, for statutory compliance purposes, in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

This awareness programme did not involve inquiry, adjudication, or determination of any complaint or allegation.

**8. NON-REPLICABILITY & USE RESTRICTION CLAUSE**

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**THE COSMIC ENERGIZERS**

Statutory Training & Compliance Services  
POSH Act | POCSO Act | Financial Literacy (SEBI – IAP)  
Contact: +91-7902171932 | [trainings@thecosmicenergizers.com](mailto:trainings@thecosmicenergizers.com)  
Trainer-Issued Statutory Awareness Compliance Record

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**8. NON-REPLICABILITY & USE RESTRICTION CLAUSE**

This certificate is issued exclusively for the above-mentioned institution and for the training conducted on the stated date.

It shall not be reproduced, reused, transferred, or relied upon for any subsequent compliance period or future statutory requirement.

**9. TRAINER AUTHENTICATION**

Name of Trainer: Ankur Agarwal

Designation: Advocate | Certified POSH Act Trainer

Organization: The Cosmic Energizers, P-72 Sector 46, Gurugram (HR)

Mob.: 7902171932 E-mail: trainings@thecosmicenergizers.com

**ANKUR AGARWAL**  
Signature of POSH Act Trainer  
Date: 12 Jan 2026  
(For The Cosmic Energizers)

**IMPORTANT NOTES**

- This document is trainer-issued and trainer-authenticated.
- Geo-tagged photographs of the session are uploaded separately on the SHe-Box portal, wherever required.
- The content of this session was for awareness and sensitization purposes only and does not constitute legal advice for any specific case.
- This POSH Awareness & Sensitization Session has been conducted solely for awareness purposes.
- It does not fulfil, replace, or substitute the mandatory Orientation and Capacity Building Programme for Internal Committee (IC) Members as envisaged under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

**SEXUAL  
HARASSMENT  
OF WOMEN AT  
WORKPLACE  
(PREVENTION,  
PROHIBITION &  
REDRESSAL)**



**Recognition Honored Until  
22 December, 2026**

# **Certificate of COMPLIANCE**

Udyam-UP-58-0031817



PROUDLY PRESENTED TO :

**Northern India Public School,  
Gajraula, Amroha (UP)**

for successfully completing the

**POSH Awareness Session**

for the employees under Section 19(c) and Rule 13(f) of  
Sexual Harassment of Women at Workplace  
(Prevention, Prohibition & Redressal) Act and Rules 2013  
conducted by **The Cosmic Energizers** on

**23 December, 2025**

**Ankur Agrawal  
(Attorney-at-Law)**

# Northern India Public School, Amroha

CBSE Affiliation No. 2131963

## POSH Awareness Session

Date: 23 Dec. 2025 Duration: 2 Hours

No. of participants: 35



Jalalpur, Uttar Pradesh, India  
R8qg+2hc, Jalalpur, Uttar Pradesh 244236  
Lat 28.837913° Long 78.325819°  
Tuesday, 23/12/2025 11:43 AM GMT +05:30



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Just go for your goals. Remember you deserve the best. You can change your path.



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Organized By:

**The Cosmic Energizers, P-72 Sector 46, Gurugram, (HR)**

Trainer: Ankur Agarwal (POSH Expert and Empaneled Trainer)

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