



## INDIAN ACADEMY OF LAW AND MANAGEMENT

*The Chronicle of Advance Learning*

*Certificate No. : IALM/POSHA/2666*

### ***IALM EXPERT CERTIFICATION***

*This is to certify that*

**Swetha B N**

*has successfully completed the IALM Course –*

***“Professional Certification in POSH Act, 2013 – Compliance & Internal Committee Training” and has obtained Grade A.***

*The Course included 6 Modules covering the topics –*

*“Introduction to POSH Act, 2013, Understanding Sexual Harassment at the Workplace, Duties, Responsibilities & Employer Obligations, Internal Committee (IC) & Local Committee (LC), Complaint, Inquiry & Redressal Mechanism, Penalties, Case Laws & Best Practices.”*

***Harpreet Oberoi***  
***Director, IALM***

*Dated this 6<sup>th</sup> April 2026*



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*This is a scheme under which grade is assigned*

<i>Marks</i>	<i>Grade</i>	<i>Description</i>
<i>80 and above</i>	<i>A</i>	<i>Excellent</i>
<i>65 - 79</i>	<i>B</i>	<i>Very Good</i>
<i>50 - 64</i>	<i>C</i>	<i>Average</i>
<i>Below 50</i>	<i>D</i>	<i>Re-attempt</i>