



ADV. JASMEET KAUR

Advocate Jasmeet Kaur is an accomplished legal professional with over 17 years of diverse and in-depth experience across litigation, corporate legal advisory, academic leadership, and compliance management. Hailing from a distinguished lineage, she is a third-generation lawyer and law books author, embodying a rich tradition of legal expertise and commitment to the profession. This legacy has not only bestowed upon her a profound understanding of the intricacies of the law but also a deep appreciation for the written word.

Her career spans prominent roles in legal consultancy, institutional policy development, and compliance management, backed by a robust academic foundation including LLM, MBA (HR), LLB and Feminism and Social Justice program from University of California, Santa Cruz. Her professional journey reflects an unwavering commitment to legal excellence, social justice, and organizational compliance, with a special emphasis on the Prevention of Sexual Harassment at the Workplace (POSH).

A significant part of Adv. Kaur's legal career has been dedicated to ensuring safer and more inclusive workplaces through her proactive role as a **POSH Trainer and legal advisor** on matters related to sexual harassment prevention. She has consistently contributed to awareness, implementation, and enforcement of women & child rights, gender sensitisation and inclusivity, including POSH, and POCSO, across various organisations and institutions. As a core member and external expert of Internal Committees (ICs), she has played a pivotal role in advising, sensitizing, and guiding the functioning of these bodies in accordance with statutory provisions.

She has also been nominated to the prestigious position of **State Vice President** (Uttarakhand) by Women Laws in India Council under the aegis of **Women's Indian Chamber of Commerce & Industry (WICCI)**.

During her tenure with **INOX Leisure Ltd.**, one of India's largest multiplex chains, she conducted extensive POSH training sessions for over 600 employees, including senior management and IC members across multiple cinema halls in Delhi/NCR and at the regional office in Noida (UP). These sessions focused not only on legal compliance but also on fostering a culture of respect and gender sensitivity in the workplace. She also helped them in framing policies and end-to-end compliance with the Act.

In her previous long-standing role at **Jagannath International Management School (JIMS)**, Vasant Kunj, as Senior Manager-Legal and member of the Internal Complaints Committee, she provided hands-on legal advisory to the Sexual Harassment Prevention Committee, ensuring robust redressal mechanisms, policy development, compliance and due process in dealing with complaints. Her responsibilities extended to conducting legal awareness drives, training sessions, and drafting institution-wide policies aligned with legal mandates and ethical practices.

She is also associated with **Amity Law Schools**, Noida, contributing towards the development of budding lawyers by mentoring and aligning their legal skillset with evolving legal industry standards. She has delivered various sessions imparting crucial knowledge about workplace ethics, POSH, and Protection of Children from Sexual Offences Act (POCSO) for schools, colleges and corporates.

Her legal advisory experience also spans various domains including labour law, contract law, policy vetting, document drafting, and litigation. As a Legal Advisor to institutions such as **The Modern School (Ghaziabad), Jagannath International Management School (JIMS), BizGurukul Pvt. Ltd., and Amtex Software Solutions**, she provided strategic legal consultation, ensuring compliance with POSH law, employment laws and internal governance frameworks. She was also instrumental in structuring legally sound internal policies, setting up POSH committees, training of IC members, POSH compliance from start to end, annual reports of compliance etc. She also provided consultation and drafting services for contracts, NDAs, and MOUs for corporates and educational institutions' legal adherence.

Adv. Kaur's dedication to women's rights, workplace dignity, and legal literacy is further demonstrated through her extramural engagements. She has delivered numerous legal awareness sessions for underprivileged girls as part of CSR initiatives. She has also delivered talks/ interviews at JIMS Community Radio for various Legal Awareness Programs. Her work reflects not just legal expertise but a deep-rooted commitment to advocacy, education, and social empowerment.

In recognition of her professional excellence and social contributions, she was honoured with the ***Distinguished Advocate Award 2024*** by Lawyers Voice Front, Delhi. She continues to serve as an external member for ICs and remains actively involved in promoting the effective implementation of POSH and gender justice and inclusivity through policy formulation, compliance, legal consultation, and training.

Adv. Jasmeet Kaur brings a rare blend of litigation experience, academic insight, and a passionate commitment to legal reform, especially in the domain of **gender justice and workplace harassment prevention**. Her work stands as a testament to the transformative power of law in shaping equitable and respectful professional environments.