



■ The Story

Priya works at Techvance Solutions, a 200-person IT company in Pune. Here is what happens when she uses SheShield.

■ Day 0 — Company Setup (Admin)

Rakesh logs into the admin panel with his admin credentials.

He goes to **Documents** → **POSH Policy** ■ clicks **AI Draft** → gets a ready policy in 3 seconds → downloads the PDF, prints it, distributes to all employees.

He adds the ICC members under **POSH Cases** → **ICC Members** → marks the lawyer they hired as **External Member** and enters her organisation name.

He goes to **ICC Training** → logs the 2-hour POSH sensitisation session — trainer name, topic, all 5 ICC members who attended.

The company is now legally constituted under POSH Act 2013.

■ Day 1 — Priya Downloads the Employee App

HR sends a WhatsApp: "Download SheShield app. Org code: techvance."

Priya installs the Employee APK → enters **techvance** → logs in with her company email.

She goes to **Policy** → reads the POSH policy → taps **'I have read and understood'** → green tick appears.

Admin dashboard now shows: **147/200 employees acknowledged** (53 pending).

■ Day 15 — SOS Emergency

Priya feels unsafe walking to the basement parking late at night. She presses the **red SOS button** — holds it for 2 seconds.

What happens in 3 seconds:

- Her GPS coordinates are captured
- An incident is created with code INC-93F2K
- Every ICC member and responder gets a **push notification** that wakes their phone even if locked
- Responder app shows: "■ ACTIVE SOS — Priya Sharma, IT Dept, B2 Parking"

Arjun (responder) taps **Accept** → **walks to parking** → **Mark Resolved**.

Priya receives: *'Your SOS has been resolved. Stay safe.'* The entire event is logged with timestamps.

■ Day 45 — Priya Files a POSH Complaint

Priya's manager Vikram has been making uncomfortable comments. She decides to report it.

She opens the app → **File Complaint (POSH)** → fills in:

- What happened (in her words)
- Respondent: Vikram Mehta
- Date: last Tuesday · Location: Conference Room 3

Case filed: POSH-2026-4821. 'ICC will contact you within 7 days.'

■ Day 46 — ICC Receives the Case

Admin gets push notification: '■ New POSH Complaint — POSH-2026-4821'

ICC Chairperson opens the case → sees: 90 days SLA remaining, Medium severity, Category: Harassment.

She advances to **Investigation** → types a note → Priya gets notified: *'Your case has moved to Investigation stage.'*

■ Day 50 — Conciliation Offered (POSH Act §10)

ICC opens the case → **Conciliation tab** → 'Offer Conciliation' → enters lawyer as mediator.

Vikram agrees to a formal apology and mandatory POSH training.

ICC clicks **AI Draft** on the Terms field → edits professionally worded settlement → **Mark Settled**.

Case closed at Day 50. No formal inquiry needed.

■ Day 50 (Alternate) — Full Inquiry Proceeds

If conciliation fails, case moves to **Hearing** stage. ICC schedules 3 hearings, logs attendees and exhibits.

Witnesses are added. For each witness:

- Statement recorded
- Examination date noted
- Cross-examination: checkbox → date → notes → ■ AI Draft fills the summary

ICC opens **Inquiry Report** → ■ AI drafts Findings + Recommendations → she edits → **Generate Report** → court-ready PDF.

■ Day 80 — Respondent Formally Responds

Under **Respondent Response** tab, ICC records: notice sent date, response received date, Vikram's version of events (■ AI Draft), ICC's assessment.

Everything documented for legal defensibility.

■ Day 90 — Annual ICC Report

Admin opens **Documents** → **Annual ICC Report**. It auto-fills from the database:

- Total complaints: 3 · Disposed: 2 · Pending: 1
- Awareness programs: 4 (180 attendees total)
- ICC members listed · Conciliations: 1 settled

Click Download PDF → ready to send to District Officer by post.

■ POSH Act 2013 — 100% Coverage

Requirement	Section	Status
ICC constitution + roster	§4	■
External member flag + organisation	§4(2)	■
POSH Policy drafting + distribution proof	§19(a)	■
Anonymous + named complaint intake	§6, §9	■
90-day SLA tracking + breach alerts	§11	■
Conciliation workflow	§10	■
Respondent formal response	§11	■
Witness examination records	§12	■
Cross-examination records	§12	■

Inquiry report generation	§13	■
Employer action 60-day tracking	§13	■
ICC meeting minutes	—	■
ICC training records	§19(c)	■
Annual ICC Report auto-filled PDF	§21	■
3-year data retention	§16	■
Awareness programs log	§19(b)	■
DPDP Act 2023: Consent, DSAR, Breach, ROPA	DPDP	■

■ Testing Checklist for Rakesh

#	Test Step	How to do it	Done
1	Employee login	Install APK → org: sheshield → login with your credentials	<input type="checkbox"/>
2	Policy acknowledgement	Home → Policy → tap 'I have read and understood'	<input type="checkbox"/>
3	File SOS	Home → red SOS button → hold 2 seconds	<input type="checkbox"/>
4	Responder sees SOS	Responder APK → SOS queue auto-refreshes every 5 seconds	<input type="checkbox"/>
5	Accept and resolve SOS	Responder app → tap SOS card → Accept → Resolve	<input type="checkbox"/>
6	File a POSH complaint	Employee app → File Complaint → fill form → submit	<input type="checkbox"/>
7	Admin sees new complaint	Admin panel → POSH Cases → new case appears at top	<input type="checkbox"/>
8	Advance case stage	Admin → open case → advance to Investigation	<input type="checkbox"/>
9	Try AI sparkle button ■	Any textarea in case detail → click AI Draft → watch it auto-fill	<input type="checkbox"/>
10	Add a witness	Case detail → Witnesses → Add → fill name, statement, date	<input type="checkbox"/>
11	Record cross-examination	Witness card → 'Cross-exam' → tick checkbox → add notes	<input type="checkbox"/>
12	Offer conciliation	Case detail → Conciliation tab → Offer Conciliation	<input type="checkbox"/>
13	Download Annual ICC Report	Admin → Documents → Annual Report → Download PDF	<input type="checkbox"/>
14	Check compliance dashboard	Admin → Dashboard → see compliance calendar widget	<input type="checkbox"/>

■ Access Links

Admin Panel	https://sheshield.demochekc.xyz/admin
--------------------	---

APK Download Page	https://sheshield-apk.demochekc.xyz
Employee APK	https://sheshield-apk.demochekc.xyz/sheshield-employee.apk
Responder APK	https://sheshield-apk.demochekc.xyz/sheshield-responder.apk
Org Slug (login)	sheshield