

Periodic Training Intervention Required

Target Group

All employees

- ◆ **HR**
- ◆ **Legal**
- ◆ **Industrial relation**
- ◆ **Personnel dept.**

Training Methodology

- ◆ Interactive with case studies and exercises
- ◆ Audio-video

Training Objective

- Understand the concept of sexual harassment at the work place
- How to respond and prevent the act of sexual harassment
- Knowledge of legal provisions for seeking remedial action
- To be Competent to take remedial steps in case of any sexual harassment with in the company environment

Course Design Framework

Sexual Harassment of Women at The Work Place - 3 hours Program Design

Sexual Harassment

- Individual exercise
- Definition

Forms of Sexual Harassment

- ◆ Verbal
- ◆ Non-Verbal
- ◆ Physical
- ◆ Written
- ◆ Visual

Types of Sexual Harassment

- ◆ Offensive / hostile work environment
- ◆ Quid – Pro – Quo

Effects of Sexual Harassment on

- Women
- Organisation

Rights of Women

Work place Violence Prevention

- ◆ Supreme Court Guidelines
- ◆ Steps to be taken by the victim
- ◆ Organisation's policy on sexual Harassment and their responsibility
- ◆ Legal options

Organisations response to Sexual Harassment

Understand the law by going through the various case laws on the subject

Universal Declarations of Human rights

United Nation conventions on the subject