



Violators cannot live with the truth: survivors cannot live without it. There are those who still, once again, are poised to invalidate and deny us. If we don't assert our truth, it may again be relegated to fantasy. But the truth won't go away. It will keep surfacing until it is recognized." -
Chrystine Oksana

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Stop Sexual Harassment at Work

Larks Learning & Enhelion

Employers: Compliance & Policy Requirement

This program is for the benefit of the employers & top management who want to be in compliance with the laws, have a water-tight policy, understand the policy effectively so as to solve disputes and provide a safe working environment to its employees.

Program Benefits

Practicing lawyers would help the participants to:

- Clearly understand and interpret the requirements as laid down by statute
- Create an action plan to start draft & implementing successfully a compact policy

Program Coverage

- Employers Obligations
 - As per law
 - Best practices to follow
- Management Practices
 - Do's & don'ts for managers
 - Sensitivity for managers: Best practice
- Methodologies for successful implementation of policies
- How to formulate compliance reports
- Prevention of abuse through an effective policy
- Drafting of policy
 - Clauses: Explanation & understanding the requirements

Max no of Participant's per batch

20 (to be observed strictly) – if it is a fully offline program

Duration

1 day / 6 Hr intensive training intervention



“The idea that training is a culprit or a catalyst for more women crying “wolf” over sexual harassment is nothing but a myth.” – Judy Lindenberger

Safe Working Environment Preventing Sexual Harassment

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Methodology:

The training methodology of this workshop is designed to be extremely facilitative, as the focus is to sensitize employees to the problem of sexual harassment.

The teaching methodology will depend on the need and could be in one of the three forms:

- Fully Online
- Fully Offline (on site) [The batch limit will only be applicable if it is a fully offline session]
- Hybrid of online and offline methods

The program would use a mix of **presentation, questionnaires, multiple choice questions & case studies** to sensitize the audience and **group discussions** to identify and solve issues that participants may be facing [Group discussions would not be available in online mode].

The participants will create **action plans** for themselves at the end of the workshop.

We will also have “**Ask the Expert**” for 3 months after the workshop – a facility for the participants to get across to a practicing lawyer and get an answer on a query relating to the topic.

Further assignments:

Enhelion will be available to draft policy and set up systems that are in compliance with the law at a fee.

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