



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." -
Christine Oksana

Larks Learning Pvt Ltd

M-4/10, 1st Floor,
DLF City Phase 2,
Gurgaon.
Mob:91-9899108659
lovely@larkslearning.com

Stop Sexual Harassment at Work

Larks Learning & Enhelion

Employers: Internal Complaints Committee

This is a module which is designed for organizations either having an Internal Complaints Committee [ICC] or looking to form an ICC.

This program would train the ICC to investigate and give reasoned judgments which would give teeth to the enforcement of a policy in place and prevent abuse of the law that has been laid down.

Program Benefits

Practicing lawyers would help the participants to:

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

Program Coverage

- Employers Obligations
 - Internal Complaints Committee [Optional: In the event there is already an internal complaints committee]
- Procedural Requirements
 - Complaints
 - Investigation
 - Decisions
- Sensitizing the Internal Complaints Committee

Max no of Participant's per batch

ICC Members / Potential ICC Members - 20 (to be observed strictly if it is a fully offline program)

Duration

1 day / 6 Hrs 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

Larks Learning & Enhelion

Employers: Internal Complaints Committee

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)
- 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.

Larks Learning Pvt Ltd

M-4/10, 1st Floor,
DLF City Phase 2,
Gurgaon.
Mob:91-9899108659
lovely@larkslearning.com