



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

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Stop Sexual Harassment at Work

Larks Learning & Enhelion

Employees: Sensitization & Prevention

Safe working environment is a program designed keeping in mind the latest mandatory legal requirement.

Program Benefits

Practicing lawyers would sensitize employees to the issues involved in sexual harassment. The employees would then be able to prevent an incident or failing which recognize if an incident occurs and seek redressal.

Program Coverage

- What is Sexual Harassment? A Definition.
- Why is it undesirable? The impact on the victim, other colleagues, the company etc.
- Legal Speak: Key highlights of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013
- Is this sexual harassment? The various forms it can take. (Gawking, leering, innuendo, off color jokes etc.)
- Employees Role
 - Codes & conducts to be adhered to for avoiding any incidents
- Managers Role
 - In avoiding sexual harassment at work
 - Handling it in accordance to the law if it occurs
- Empowering Women
 - Know your rights
 - How to approach an incident to solve it more effectively
 - Other remedies

Max no of Participant's per batch

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

Duration

4 hour 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

Employees: Sensitization & Prevention

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.

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