

Gender Sensitivity and the prevention of sexual harassment at the workplace

Overview:

Sexual harassment is not an issue to be taken lightly. It can have disastrous consequences on the victims' physical as well as mental health and it certainly adversely affects the productivity of the worker who stands as victim. Laws have been passed in many countries to protect workers against the risk of sexual harassment and employers have been included in the fight against this form of discrimination.



Course Outline:

- The legalities of Gender Sensitivity at the workplace
- What qualifies as sexual harassment at work
- Unwelcome verbal or physical behavior
- Vishaka guidelines
- Dispute resolution - Duties of employers and other responsible persons
- Detecting and preventing Sexual Harassment at the workplace
- Disciplinary actions
- Complaint proceedings and committees
- Criminal proceedings
- Effectively rooting out the disease and making your workplace safe and secure
- Appropriate behavior - Gender awareness, sensitivity and open-mindedness
- Making your workplace safe, secure and a best place to work
- Giving practical guidance to employers, employers' organizations and employees on the prevention of, and procedures for dealing with, sexual harassment and harassment.

Methodology:

- Practical
- Slide shows
- Group activity

Duration:

Two-hours

Ideal batch size:

20 Participants