

## STAND UP SPEAK OUT

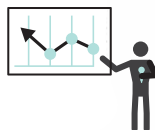
Deepak foundation has rolled out a full day and a half day training module sensitizing all the employees on the guidelines of Prevention of Sexual Harassment of Women at Workplace. This sensitization not only will help in increasing awareness about the policy, but also send a message throughout the organizations that "no women should be subjected to sexual harassment at any workplace".

Moreover, it will also enable the ICC members to take prompt & appropriate action as stipulated in the guidelines. Since this is a statutory norm, it is obligatory for all the organisations, not only to pass the message through emails or display on the boards but also to organize trainings and workshops for the employees.

### PROGRAM DETAILS

Duration: Half day/full day

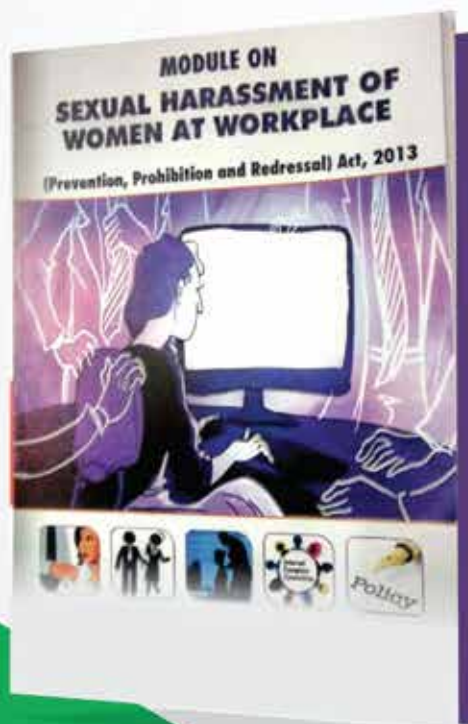
Ideal Batch Size: 25-30



**We can also help you in completing / carrying out the said compliances.**

- ▶ Devising an Anti-sexual harassment policy for the company.
- ▶ Appointing an external member in Internal Committee.
- ▶ Conducting a skill development training for Internal Committee.
- ▶ Conducting awareness training for employees (in person / online or through e-module).
- ▶ Registering Internal Committee with respective government authorities.
- ▶ Filing POSH annual returns with respective authorities.

**Deepak Foundation, facilitates in conducting customized training programs for different organisations, for all category of employees enabling them to understand the legalities and process of the same.**



**Deepak Foundation**

Enlightening lives...

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art design 9824490529



**Desiring a workplace  
free of Sexual Harassment**

## INTRODUCTION

Deepak Foundation established ISBRI (Institute for Skills Building Research and Innovation) with the objective of capacity building of grass root health functionaries and establishing evidence based models of efficient human resource management and ISBRI systems through research. Deepak Foundation conducts a training program to bring the awareness about the policy in a corporate and their employees.

As per the Gazette of India published by Ministry of Law and Justice on April 23, 2013 on "The Sexual Harassment of Women At Workplace, (Prevention, Prohibition and Redressal) Act 2013", states that every employer of a workplace shall, by an order in writing, constitute a committee to be known as the Internal Complaint Committee (ICC). It mandates an employer to organise a workshop or a training program to sensitize the employee with the provision of the Act.

## OUR CLIENTS



**farmson**

**TOTO**



Deepak Nitrite Limited



**National Dairy Development Board**



## SUBJECTS

Objective 1.	Need for Sexual Harassment Policy 2.	What constitutes Sexual Harassment? 3.
Internal Complaint Committee & its role 4.	Identifying Sexual Harassment 5.	Types of Sexual Harassment 6.
Process to file a complaint against sexual harassment 7.	Process of Redressal 8.	Duties of Employer and Employee 9.

**MEDIUM OF TRAINING:** English / Hindi / Gujarati

## METHODOLOGY



Presentation



Discussion



Role play



Movie



Quiz



Games



## OBJECTIVES OF WORKSHOP

Create awareness among the employees about **"The Sexual Harassment of Women At Workplace, (Prevention, Prohibition and Redressal) Act 2013"**

- ▶ Examine rights and responsibilities in dealing with sexual harassment
- ▶ Discuss how to deal with and resolve problems
- ▶ Help companies / organisations to develop and enforce a clear company policy

## FURTHER CORRESPONDENCE

- ▶ In-Charge-Skill Building Division  
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