

## **Engagement of Millennial and handling of Sexual Harassment @ Workplace** **Increased accountability for Employer**

***Blog Series – 3   December 31, 2019   POSH – Vol.2***

Indian establishments are flooded with newer projects and the fresher's (who are Trainees, Apprentices and Interns) play major role in handling/executing such deliveries. This is due to more influx of students, from various streams, who are getting graduated each year. Unmindful of waiting for the core job, the Millennial are readily getting engaged with any job (as they are so flexible to work culture, timings and learnings), where they get knowledge and their newer skill/s is/are being spruced up.

Though such Millennial do move-out of the job, in a very short period, most of the establishments do prefer Millennial over others, for many reasons. (Hope this can be discussed in a different blog). The issue of having more such fresh Campus-out's pose few increased task for the Employer, to an extent, in the area of Sexual Harassment @ workplace.

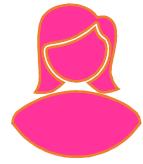
The usual tendency of Millennial are:

- ▶ They feel that their employers "do dominate" them in the name of many "Policies"
- ▶ The core policy the Millennial dislike is "Dress Code Policy", which may or may not, be a significant influence on Sexual Harassment at workplace (most of the Sexual Harassments reported are, "unintentional comments" on the woman, but the "impact" is so high)
- ▶ Being Campus-out, many feels that they should not "still be treated as Students" to come in Time, adhere to policies, etc

Employers do face challenges in complying in accordance with the Provisions of the legislation (POSH Act) namely:

- △ Widely disseminate the formulated internal policy of declaring for Prohibition, Prevention and Redressal of Sexual Harassment at workplace. Making all employees including new joinees, who were majorly Millennial was a 'Task' for the Employers. Many a times, Employers were clueless whether the "message" has been received by them to ensure the workplace "Safe". This is on the high when the "Policy" was included in the "Orientation program" for the new joinees.

- △ Arrange for regular sensitization programs – classroom or online sessions – which should make the employees aware of what is Sexual Harassment and how to prevent it in workplace. Though in many cases, (where it is reported for subject purposes), only seniors are involved, keeping watch on those who still conduct themselves with the same “personality on campus”, (though unintentionally), which may have an impact.
- △ Bringing all employees (including quite casual natured, Millennial) in the same frequency to the expectation of HR Policy or Code of Ethics on Sexual Harassment, is a continuous challenge for any Employer.
- △ While such cordial environment involving diverse culture of people from various States, Age and gender, are a welcome sign, the employer becomes nervous when a Harassment of Sexual Nature is reported. Most of the Managements, during such trials, expect a smooth conduct of inquiry and recommendations of IC, are accepted by all.



Millennial are not a generation, similar to Gen-X when they entered into a workplace. Millennial are highly informative, educative and have enhanced digitized knowledge. Presence of Millennial in the workplace is greater than any other generation, now. Hence, it is more crucial and specific that the Policies and Programs are to be designed in such a way to reach/suit the Millennial also, without having any dilution in due compliance of provisions of this legislation.

**Reference:**

Baby Boomers: Born 1946-1964 (54-72 years old)  
Generation X : Born 1965-1980 (38-53 years old)  
Millennial : Born 1981-1996 (22-37 years old)  
Post-Millennial: Born 1997-Present (0-22 years old)

**Anandan S**  
**Feature Writer, Skill Enhancer & Webinar Specialist**