

## Need of Awareness training to Employees on Sexual Harassment International Women's Day

**Blog Series - 21 March 3 2020 PoSH - Vol.11**

*Globally this month is very specific to Women Employees working in any Organization - whether she is CEO of an Organization or a person who is engaged for errand work. The celebration of Women empowerment is scheduled on the 8<sup>th</sup> of March, Internationally. On this auspicious month, HR Vidyalaya, salutes all Employers who were ensuring their workplace a "SAFE" for the Women to perform their duty happily.*

*The most significant achievement of Indian Industry in the past years is a big leap they have taken in ensuring the "Safe Workplace for Women". It is only step forward and miles to go.....*

### **EDUCATION in Organization**

Every Organization needs to enhance and tune the skills of their talents to achieve the Organization Goal. Where other trainings are to improve the competency, the programs on Sexual Harassment has more become an Education.

It becomes a necessity more than mandatory under Statute, that employers recognize effective Sexual Harassment training is a crucial and sensitive part in creating a workplace that is safe for both Women at Workplace, Men and the Employer.

Consciousness amongst the people on such issue is so much with abundant social network info flowing around them.

An employer needs to be equally conscious to differentiate, whether it is Discrimination or Victimization or Harassment or Sexual Harassment. Every employer should have different platforms or forums or committees to address the specifics – viz, Ethics Committee, Works Committee, Grievance Committee or Internal Committee etc.

An awareness training program may educate an employee – for Prevention, Prohibition and Redressal in case of alleged incident.

The Objective of such educative program shall be:

1. Does all employees in the organization knows what Sexual Harassment is?
2. What to do to avoid such situations?
3. How to ensure smooth workplace environment?
4. Is the current atmosphere being conducive to avoid such workplace Sexual Harassment?
5. What a woman needs to do when she experience or come across, Sexual Harassment?

As stated, the training shall be imparted to both Women and Men in an Organization.

Why to Men when the Legislation where Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is specific only to Women? Where the Women are at the receiving end, the presumed offense would have been caused by the Men (if it is Women to Women it will not be considered as a Complaint under this legislation).

Hence Men are also needing to be trained, regularly, to get to know how to behave in a workplace, where a woman is also performing. In addition to what need not to be done, Men should also know what they must do to ensure a safe workplace for Women.

Where women shall need to get elucidated on what is Sexual Harassment and what is not. They also needs to be educated on, how to stay away from situations or say STOP to the offender? This education to Women employee is required as, any complaint with mala-fide intent will have inverse effect on the Women employee.

Both Men and Women should realise that they are coming to a workplace only to PERFORM DUTY, what they are required to and nothing else.

Are you in forefront and pioneer in creating such favourable ambiance in your Organization?

Are you determined to ensure a “Safe Workplace” for Women, when the World is celebrating International Women’s day this month?

**Anandan S**

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