

Why one should complain?

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When I take trainings, most of the times, the women employees ask one pertinent question, ‘Why I should complain?’ It is quite simple, that it is better for her, her colleagues, and the organization.

For her and her colleagues:

1. The ‘intent’ of the person (Male colleague) who does an Act may be different from the ‘impact’ which is created on you. So if you do not say stop he will continue to do the same, with you & other colleagues of yours
2. In a country like India, where there are diverse work culture, it is important to accept and respect the other persons beliefs and choices.... where, it is YOU, who can ensure that the beliefs of yours are different from the other person, (which was not understood by the delinquent.....) for eg. You may not like hugging while meeting, but the male colleague always does that, as he feels it is normal, when he meets friends or colleagues when you do not say him to stop, he may not deter himself.....and if you do it, then he may think twice before doing the same, to any other women employee....
3. Where you feel that an action/s of a male colleague, are uncomfortable and even after saying STOP, if it continues, you must REPORT..... REPORT to the Internal Committee, where your complaint will be handled confidentially.
4. When the delinquent learns such lesson, he may not repeat the same to other women employees.....he will behave for himself...
5. Women employees – please do remember that SILENCE is acceptance....
6. Do not be afraid, if the person is your senior or from other department... always please remember that it is you, who is getting uncomfortable and you are the only person who has to react to the situation and stop this from repeating.

Where such activities are not happening and a smooth process of production or deliverables happen, the Organization may feel “Safe Environment for Women employees to perform their duties.

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