



"Creating a workplace free from harassment isn't just a policy; it's a commitment to dignity, respect, and equality for all. Let's stand together for a culture of zero tolerance with POSH."



Title: Promoting a Safe and Inclusive Workplace: Preventing Sexual Harassment (POSH) Training Workshop

Objective: This workshop aims to educate participants on the prevention of sexual harassment, foster a culture of respect and inclusion, and equip them with strategies to address and report incidents effectively.

Duration: 1 full-day session (6-8 hours)

Workshop Outline:

Introduction to POSH

- Definition and types of sexual harassment
- Legal framework and compliance requirements

Understanding Harassment

- Impact of harassment on individuals and organizations
- Recognizing subtle forms of harassment and microaggressions

Creating a Safe and Inclusive Environment

- Importance of organizational culture in preventing harassment
- Promoting diversity, equity, and inclusion initiatives

Roles and Responsibilities

- Employer's obligations under POSH laws
- Responsibilities of employees in preventing and addressing harassment

Preventing Sexual Harassment

- Setting clear expectations and boundaries
- Effective communication strategies to maintain professional relationships

Addressing Harassment Incidents

- Steps to take when witnessing or experiencing harassment
- Reporting procedures and whistleblower protection

Support and Resources

- Available support systems within the organization
- External resources for victims of harassment

Interactive Activities and Case Studies:

- Role-playing scenarios to practice responding to harassment incidents
- Group discussions to analyze case studies and identify appropriate solutions

Expert Facilitation: Experienced trainers with expertise in HR, legal compliance, and workplace behavior will facilitate the workshop, providing insights, guidance, and practical advice.

Evaluation and Follow-Up:

- Pre-and post-training assessments to measure knowledge gain and attitude change
- Post-training surveys to gather feedback and assess the effectiveness of the workshop
- Follow-up sessions or resources to reinforce learning and address any remaining questions or concerns

Conclusion: This POSH training workshop offers participants valuable insights, practical skills, and resources to contribute to a safe, respectful, and inclusive workplace environment. By promoting awareness, prevention, and effective response to sexual harassment, organizations can uphold their commitment to employee well-being and organizational integrity.

Regards

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