STOP
NO MEANS NO

Understanding and Addressing Workplace Harassment

Introduction

Welcome to Our Training Program

Workplace harassment is a critica l issue impacting the well-being of employees and the overall health of organizations. This training program, provided by Complete Human Resource Solutions (Pvt. Ltd), aims to equip participants with the knowledge to understand, prevent, and effectively respond to workplace harassment.

TRAINING OBJECTIVES

- Understand various types of workplace harassment.
- Learn about the legal framewor k and relevant laws in Pakistan.
- Develop effective prevention and response strategies.
- Empower employees and employers to create a safe and respectful work environment.

TRAINING CONTENTS

1. Types of Workplace Harassment:
- Sexual Harassment: Unwelcome advances, inappropriate touching, suggestive comments.
- Verbal Harassment: Offensive jokes, racial/gender slurs, derogatory remarks.
- Physical Harassment: Unwanted touching, blocking movement, threats.
- Visual Harassment: Explicit posters, inappropriate emails, discriminatory texts.

2. Impact of Workplace Harassment:
- On Individuals: Psychological stress, decreased job satisfaction, physical health issues.
- On Organizations: Increased absenteeism, lower morale, legal liabilities, and damage to reputation.

3. Legal Framework in Pakistan:
- Protection Against Harassment of Women at the Workplace Act, 2010: Defines harassment, mandates policies, and sets penalties.
- Pakistan Penal Code (PPC): Sections 509 and 354 address insults and assaults on modesty.

4. Role of Employers:
- Preventive Measures: Develop policies, conduct training, promote respect.
- Responsive Measures: Clear complaint procedures, confidentiality, and prompt action.

5. Role of Employees:
- Know Your Rights: Understand protections and procedures.
- Report Incidents: Use complaint mechanisms effectively.
- Support Colleagues: Encourage and support, foster a respectful environment.

TRAINING OUTCOMES

- Increased Awareness: Improved understanding of harassment types and legal implications.
- Enhanced Skills: Ability to prevent, report, and address harassment effectively.
- Stronger Policies: Development and implementation of comprehensive harassment policies.
- Supportive Environment: Creation of a respectful, harassment-free workplace culture.

WHO IS IT FOR?

- HR Professionals: To enhance policies and response strategies.
- Managers and Supervisors: To recognize, prevent, and address harassment
- Employees: To understand their rights and responsibilities.
- Organizational Leaders: To foster a respectful and safe work environment.