

PREVENTION OF SEXUAL HARASSMENT

EDUCATION FOR COMPLIANCE; CREATING COMMITMENT FOR THE RIGHT CULTURE



HEALTHCARE DIAGNOSTICS COMPANY (2019)

There is a growing need to establish a more inclusive atmosphere and to comply with POSH act 2013. Emergence assists in the development of this inclusive, unbiased culture with targeted interventions for the CXO Group, Leaders, Managers, Employees, and Internal Committee Members

NEED

Sensitizing towards Diversity & Inclusion to build the right culture which is safe and gender-neutral

In an effort to set the right culture, significance of building awareness and appreciation towards different facets of Diversity & Inclusion was felt. Additionally, POSH training was seen as necessary for its internal committee to function at its best.

KEY OUTCOMES

SRL boosted its capability to structure and support a pro-diversity culture with a strong emphasis on POSH

Realizing the critical role played by Diversity & Inclusion and strong implementation of POSH guidelines as building blocks of the right organizational culture, SRL initiated workshops and training sessions for its key stakeholders including its senior leadership and internal committee. Key aspects of the need were touched upon to increase sensitization and recognize problem behaviors.

SOLUTION

An intervention focused on combining the role demands and the law to cover the leadership team, their teams and members of internal committee through workshops & training sessions

A need-analysis for each stakeholder was conducted to identify its coverage for the program. The theme of Diversity & Inclusion was primarily undertaken for the leadership team across two locations, Gurugram and Mumbai for one day each. Meaning of diversity, its importance and male-female collegueship formed for few essential ideas that were discussed. The heads of departments and managers underwent a workshop more focused on how to perform their role effectively in supporting the concerned parties during the process.

OUTCOME-

Setting of a pro-diversity culture where boundaries are respected and differences are celebrated

The intervention realized its objective to build consciousness amongst the senior leaders, their teams and internal committee on issues of Diversity & Inclusion and POSH. This enabled laying foundation for a culture that values mutual respect and appreciation regardless of gender along with necessitating the need to protect any violation of the same.

NUMBER & PROFILE OF PARTICIPANTS –

15 CEO/CXOs, 30 Business Heads, 90 Senior & Mid Management, 20 Members of Internal Committee for POSH

DIVERSITY SENSITIZATION + RIGHT PRACTICE= SAFE CULTURE

Intervention comprised:

- Workshops
- Training & Certification
- Coverage across locations, levels and teams