Gender Sensitivity & Workplace Harassment

Dates: 22\textsuperscript{nd} and 23\textsuperscript{rd} August 2015

MANAGEMENT DEVELOPMENT PROGRAM

Conducted by
Centre for Executive Education,
Alliance School of Business, Alliance University

Program Venue:
Alliance University Central Campus:
Chikkahagade Cross, Chandapura - Anekal Main Road,
Anekal, Bangalore – 562106. India
Alliance University is a private University established in Karnataka State by Act No. 34 of year 2010 and is recognized by the University Grants Commission (UGC), New Delhi.

Alliance School of Business has carved a niche for itself among the best B-schools in the country, having been ranked consistently among the top B-schools. It has an excellent array of international collaborative arrangements with reputed universities and business schools that enable student and faculty exchanges, paving the way for a unique multi-cultural and eclectic experience.

Centre for Executive Education (CEE) is the corporate arm of Alliance School of Business and is committed to accouter the world's next generation managers with multi-disciplinary management and leadership skills. Our accredited business programs are specially tailored to meet the needs of working professionals. This wing pools in faculty who are accomplished educators, researchers and consultants to deliver specialized courses in the areas of Finance, Operations, Strategy, Marketing and Leadership. Through Executive Education, we address the training needs of practicing managers – from Middle to Senior and Top level management.

CEE is glad to present the Management Development Program on “Gender Sensitivity & Workplace Harassment.

For further details on MDP kindly visit:

Gender Sensitivity & Workplace Harassment (GSWH)

INTRODUCTION

Today, there is growing cognizance in organizations worldwide to safeguard gender sensitivity at workplace. Gender sensitivity refers to reverence for an individual regardless of his or her gender. It fundamentally relates to “no prejudice about gender.” A gender sensitive workplace sets the right atmosphere for meaningful and engaged utilization of human potential in an organizational setting. Therefore, it is imperative for individuals within an organization to be appreciative of such issues, since it helps the organization in more ways than one to realize their goals in an effective manner.

OBJECTIVES

- To generate consciousness among employees about the significance of gender sensitivity at workplace.
- To make participants comprehend and fathom the several organizational initiatives to make the organization gender sensitive.
- To cultivate the gender sensitivity of participants.

CONTENTS

- Meaning and implication of gender sensitivity at work.
- Gender issues at work.
- Dealing with sexual harassment.
- Methods to heighten gender sensitivity.
- Sexual Harassment defined in Law
- Whys and wherefores of Sexual Harassment in the Workplace
- Avoidance of Sexual Harassment at the Work Place – Legal Provisions
- Action-Steps in dealing with Sexual Harassment Reports / Complaints
- The dynamics of sexual harassment
- Harasser Patterns
- Harasser Personality Traits and Attitudes
- Diverse Behaviours and Types of Harassment
- The Serial Harasser
- The Problem – How it severely affects Organization’s Business-Legal Remedies
METHODOLOGY

Training will be divulged through the use of collaborative methods. These will include:

- Case studies.
- Group Discussion
- Lecture

WHO SHOULD ATTEND

All managers/supervisors/administrators who interact with employees working in shifts.

This program is also intended for heads of departments and senior level managers who are accountable for workplace discipline on regular basis and are in charge for taking corrective action including discharge/dismissal etc.
### PROGRAM SCHEDULE FOR DAY ONE: August 22nd, 2015

<table>
<thead>
<tr>
<th>Time</th>
<th>Session #</th>
<th>Description</th>
<th>Resource</th>
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</thead>
<tbody>
<tr>
<td>7:15 AM to 8:30 AM</td>
<td></td>
<td>Report at BTM Layout office, Registration and Travel to central campus</td>
<td>All participants</td>
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<tr>
<td>8:30 AM to 9:00 AM</td>
<td></td>
<td>Breakfast at Central campus</td>
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<tr>
<td>9:00 AM to 9:30 AM</td>
<td></td>
<td>Inauguration Ceremony</td>
<td>Program Director, Faculty and Participants</td>
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<tr>
<td>9:30 AM to 10:00 AM</td>
<td>1</td>
<td>Objective of the program and Participants expectations</td>
<td>Prof. Premanand Shetty</td>
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<tr>
<td>10:00 AM to 11:30 AM</td>
<td>2</td>
<td>Introduction to the concept of Gender Sensitivity</td>
<td>Prof. Premanand Shetty</td>
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<tr>
<td>11:30 AM to 11:45 AM</td>
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<td>Session Break</td>
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<tr>
<td>11:45 AM to 1:15 PM</td>
<td>3</td>
<td>Identification of workplace Harassment</td>
<td>Prof. Premanand Shetty</td>
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<tr>
<td>1:15 PM to 1:45 PM</td>
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<td>Break for Lunch</td>
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<tr>
<td>1:45 PM to 3:30 PM</td>
<td>4</td>
<td>Legal Provision in India, Reading Laws</td>
<td>Prof. Premanand Shetty</td>
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<tr>
<td>3:30 PM to 3:45 PM</td>
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<td>Session Break</td>
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<tr>
<td>3:45 PM to 4:45 PM</td>
<td>5</td>
<td>Case Analysis &amp; Problem solving</td>
<td>Prof. Premanand Shetty</td>
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<td>5:00 PM</td>
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<td>Board the bus to BTM Layout</td>
<td>All participants</td>
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<td>Breakfast at Central campus</td>
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<td>9:00 AM to 10:30 AM</td>
<td>1</td>
<td>Sexual Harassment in Corporations and Govt. Departments</td>
<td>Prof. Premanand Shetty</td>
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<td>10:30 AM to 10:45 AM</td>
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<td>Session Break</td>
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<tr>
<td>10:45 AM to 01:15 PM</td>
<td>2</td>
<td>Do's and Don'ts</td>
<td>Prof. Premanand Shetty</td>
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<td>1:15 PM to 1:45 PM</td>
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<td>1:45 PM to 3:00 PM</td>
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<td>International Legal Provisions</td>
<td>Prof. Premanand Shetty</td>
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<td>Session Break</td>
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<td>3:15 PM to 4:15 PM</td>
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<td>Quiz</td>
<td>Prof. Premanand Shetty</td>
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<tr>
<td>4:15 PM to 4:45 PM</td>
<td>5</td>
<td>Summing up and Take away</td>
<td>Prof. Premanand Shetty</td>
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<tr>
<td>5:00 PM</td>
<td></td>
<td>Board the bus to BTM Layout</td>
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**CERTIFICATION**

The Alliance University issues a certificate of participation on the conclusion of the program.
LEAD RESOURCE PERSON

Prof. Premanand Shetty, Ex – Dean, Alliance School of Law is a Professor in School of Management as well as School of Law. He is a triple Post Graduate and double Diploma Holder. Prof. Shetty is a post graduate in Commerce, Law and Business Administration i.e., M.Com, (Banking), L.L.M, (Labour) and M.B.A, (HR & Fin) with Diplomas in German Language and Computer Applications.

Prof. Shetty along with strong academic background brings with him more than 40 years of national as well as international exposure. Prof. Shetty has worked with the Government, public and private sectors. Prof. Shetty has worked with multinational and multicultural workforce. Prof. Shetty has both academic as well as industry exposure.

Prof. Shetty is a member of the Bar Council of Mumbai and he is a Registered Attorney in the Supreme Court of Nauru, a nation in the Central Pacific.

Prof. Shetty has taught law for LLB and LLM students at IGNOU and Karnataka University Law College.

He has expertise in subjects like Business Law, Constitutional Law, Jurisprudence, Labour and Industrial Law, Intellectual Property and Contract Law.

Prof. Shetty has also taught Human Resource Management, Business Ethics and CSR, Entrepreneurship and Banking for MBA, M.Com, MFM students in universities, management institutes and other colleges.

Prof Shetty has conducted several MDP’s as a lead faculty on Gender Sensitivity, Applicability of Indian Law to the Common Man, Corporate Social Responsibility for Corporate Sustainability, Labor Laws & Dealing with Trade Unions and many more for corporates.

Areas of Interest


Other areas of interest: Corporate Training, Human Relations, Time Management, Stress Management and Public Speaking.

For further details, please contact: mdp@alliance.edu.in

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