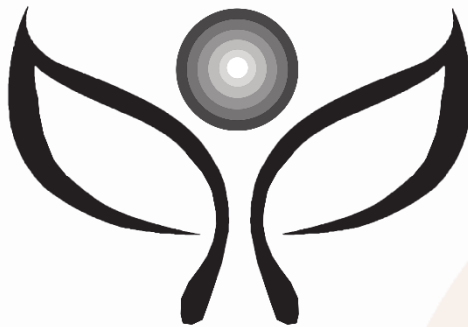


A Blueprint for

Supporting Organizations in Establishing Systems, Processes and Practices to address issues related to Sexual Harassment at Workplace

by



Equality, Dignity, Safety **(EDS Foundation)**

A division of - **Inner Search Foundation**

*EDS is a division of Inner Search Foundation, a non-profitable charitable trust
founded on 13th November 2000 under the Bombay Public Trust Act 1950*



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An Overview

- ❖ Indian constitution recognized Equality as a fundamental right and promises Equality before law for all its citizens (Part III, Article 14).
- ❖ The Sexual harassment at workplace Bill was passed by the Lok Sabha on 2nd of September 2012 and came into existence as 'The Sexual Harassment of Employee at Workplace (Prevention, Prohibition and Redressal) Act, 2013.'
- ❖ EDS Foundation can support organizations in meeting the formal requirements of having an established system to prevent and address issues related to **Sexual Harassment at Workplace**.

Our Services

Standard Scope of Services Provided By EDS

- ❖ Initial interaction with management to understand the organizational structure especially with regards to number of women employees and their areas of work.
- ❖ Support the management to adopt policy for sexual harassment of employee at workplace.
- ❖ Help the management establish an Internal Complaint Committee (ICC) by identifying suitable members for addressing such issues, established complaint mechanism, and also have one person from EDS nominated as a member of the ICC.
- ❖ Brief the HR department about the Policy, Scope, Complaint Mechanism, Redressal Process, Enquiry Process, etc for onward communication to other employees.
- ❖ EDS nominated member will attend quarterly meetings and submit a report on observations to the management suggesting improvements.

Additional Services:

- ❖ Address specific issues related to any incident that takes place in the organization.

Optional Services

- ❖ Conduct awareness/sensitization session for all employees with regards to Sexual Harassment at workplace including:
- ❖ Policy, Scope, Complaint Mechanism, Redressal Process, Enquiry Process, etc.
- ❖ Working in a professional and dignified manner.
- ❖ Understanding various differences amongst humans – sexual, cultural, social, etc.

Other Useful Workshops:

- ❖ Emotional intelligence and effective management of emotions.
- ❖ Stress management
- ❖ Self-Management