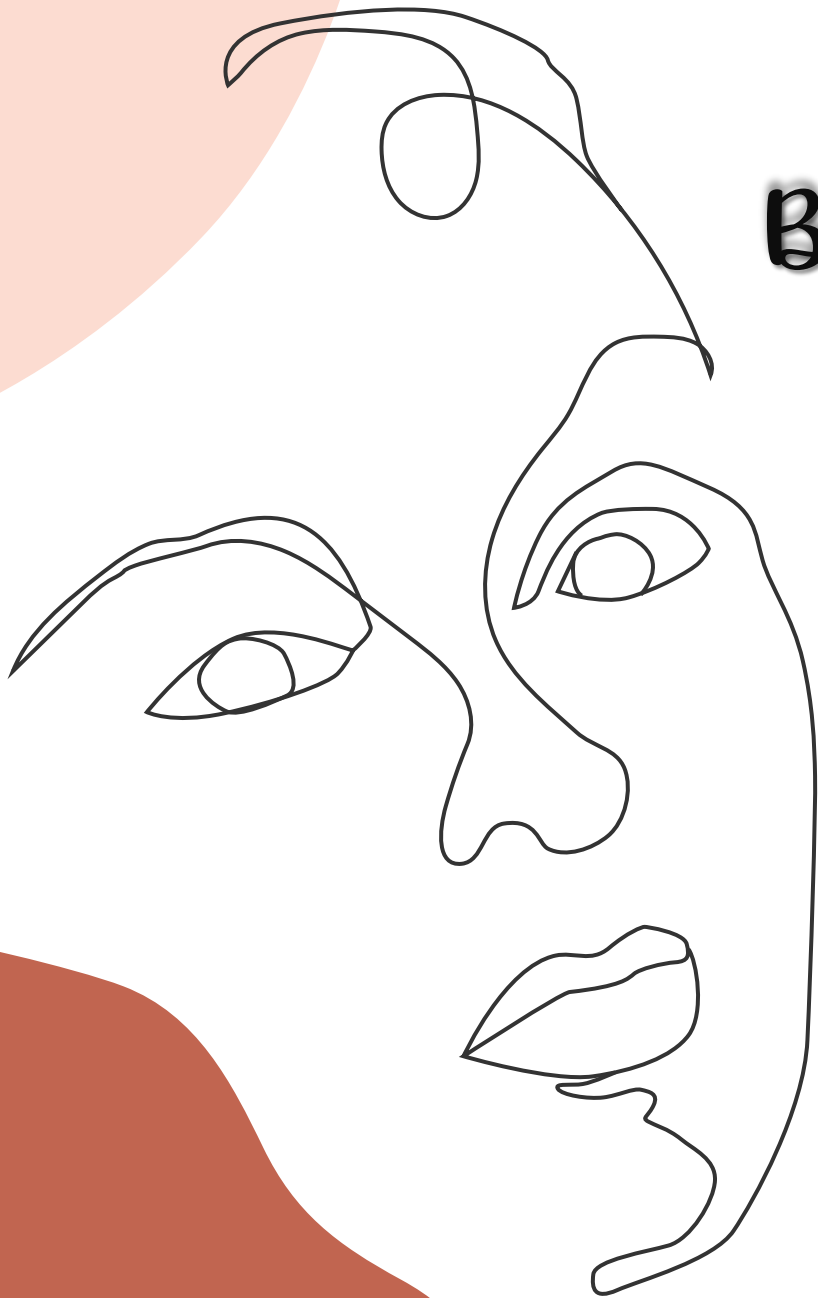
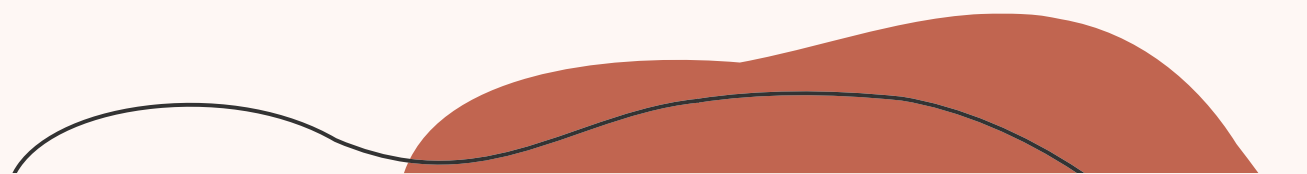


Breaking the Silence: Confronting Workplace Sexual Harassment





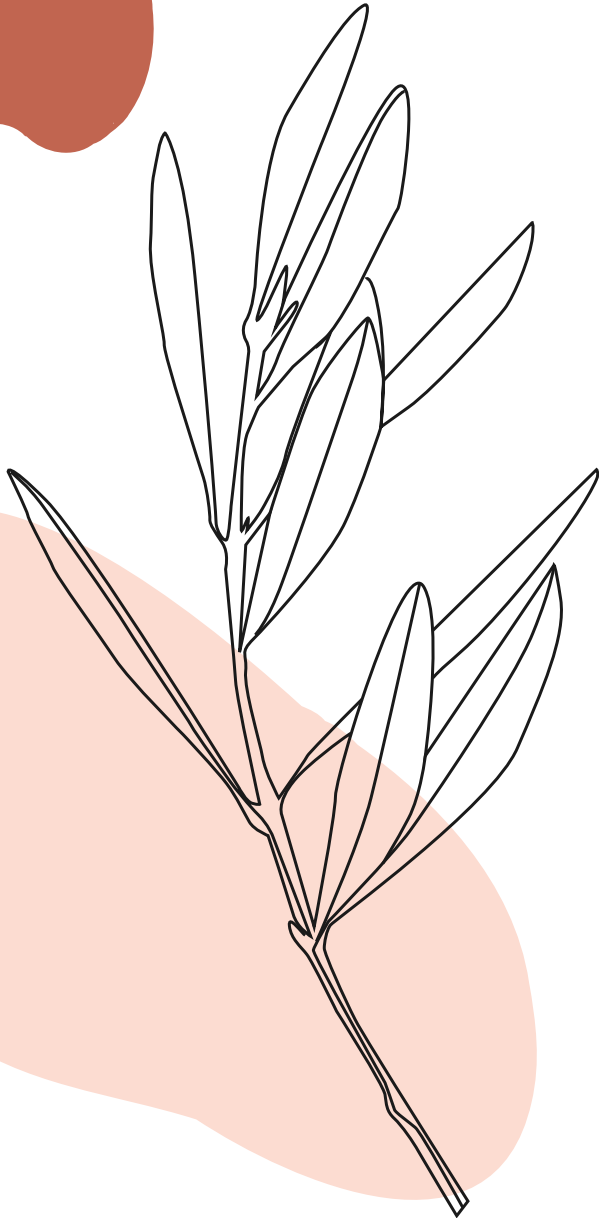
Overview

- Understanding the Concept of **Workplace Communication**
 - Meaning of **Professional Environment**
 - What is **Harassment**?
 - Define **Sexual Harassment**.
 - Types of **Sexual Harassment**.
 - **Sexual Harassment in Workplace**
- 

Workplace Communication

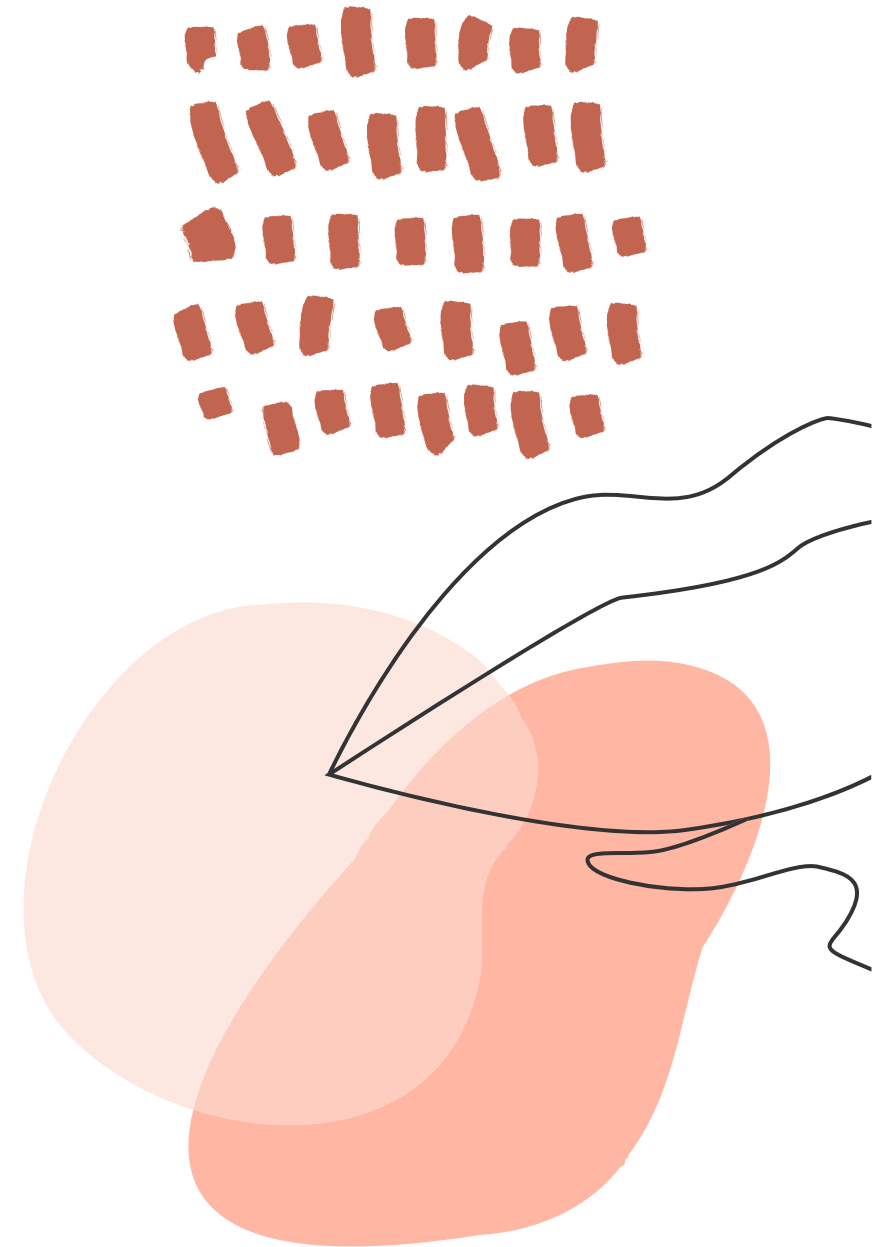
The workplace is a physical, concrete thing, that is tangible and holds people, relationships, and goals.

Workplace communication involves speaking, listening, observing, and ability to understand verbal and nonverbal meanings in the communication process



Professional Environment

A **professional environment** refers to a setting where individuals conduct work-related activities in a formal or structured manner. This environment typically involves workplaces such as offices, corporate buildings, government agencies, educational institutions, healthcare facilities, and other organizations where professional conduct, decorum, and standards are expected.



CHARACTERISTICS OF PROFESSIONAL ENVIRONMENT

1st

Formality

Maintaining a level of formality in interactions and communication

2nd

Workplace Hierarchy

Various levels of authority and responsibility among employees

3rd

Ethical Standards

Honesty, integrity, and adherence to legal and regulatory requirements

4th

Respect for Diversity and Inclusion

Individuals from diverse backgrounds feel respected, valued, and supported

5th

Focus on Productivity and Efficiency

Involve teamwork, collaboration, and effective time management

6th

Continuous Improvement

Prioritize learning and development

Harassment



Harassment refers to a pattern of unwanted behavior that is intended to disturb, upset, or intimidate someone. It can take many forms, including verbal, physical, or electronic actions. Harassment often involves repetitive and persistent behavior that creates a hostile or uncomfortable environment for the victim. This behavior can be based on various factors such as race, gender, sexual orientation, religion, disability, or other personal characteristics. Examples of harassment may include threats, insults, unwanted physical contact, stalking, cyberbullying, or any other behavior that causes distress or harm to the individual targeted. Harassment is generally considered a form of misconduct and is often illegal in many jurisdictions, with specific laws and regulations in place to address and prevent it.

Sexual Harassment

Sexual harassment is a mirror reflecting male power over women that sustains patriarchal relations. In a society where violence against women, both subtle and direct, is borne out of patriarchal values, women are forced to conform to traditional gender roles. These patriarchal values and attitudes of both women and men pose the greatest challenge in the resolution and prevention of sexual harassment.





Facts

“Sexual Harassment” includes anyone or more of the following unwelcome acts or behaviour (whether directly or by implication), namely:

- 1. Physical contact or advances;**
- 2. A demand or request for sexual favours;**
- 3. Making sexually coloured remarks;**
- 4. Showing pornography;**
- 5. Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature**

Types of Sexual Harassment



Verbal



Physical



Visual



Non-Verbal

SEXUAL HARASSMENT IN WORKPLACE

A safe workplace is a woman's legal right, sexual harassment constitutes a gross violation of women's right to equality and dignity. Workplace sexual harassment, like other forms of violence, is not harmless. It involves serious health, human, economic, and social costs, which manifest themselves in the overall development indices of a nation.



Support Services

- Access to counselling
- legal assistance,
- Creating Anti-harassment policy
- Open up and share their #MeToo experiences publicly





Thank You

