



Preventing and Handling Harassment & Discrimination at Work Place

Management Development Programme
For NHPC Ltd., Faridabad

Jaipuria Institute of Management

2019



Executive education is an act of awakening a latent mind and filling it with new insights into the world. It is the never-ending process of liberating a mind from the darkness of ignorance to the light of knowledge, new perspectives and deeper understanding. Essentially, all good education forms a support system for hidden talents to emerge and for the student to go on and excel in life.

At Jaipuria Institute of Management, we understand the power of education. We aim to provide our MDP participants with a transformational experience; one that will liberate their minds, encourage them to think out of the box, to learn and imbibe the nuances of management practices, to innovate and to make informed choices.

Committed to provide high quality management education, Jaipuria Institute of Management is present at four locations – Lucknow, Noida, Jaipur and Indore.

Housed in modern and aesthetically built spacious campuses, equipped with state-of-the-art facilities, each of these locations offer a highly conducive and stimulating learning environment.

- 74 years of educational experience.
- 4 locations, 6 distinct PGDM programmes, 1 unique delivery.
- 100+ full time eminent faculty members across four locations.
- 55+ visiting faculty members from industry and other top institutions.
- 375+ national and multinational companies to recruit.
- 100+ CEO and senior managers interact with students and deliver leadership lectures.
- International linkages for global student and faculty exchange programmes with Universities in USA, Finland, Switzerland, Thailand and Taiwan.
- 400+ research papers published in International and Indian Journals.
- 5 books published.
- 350+ MDP are offered for top and middle level managers.
- 100+ administrative and support staff.

Today, it is alma matter of over 8200+ alumni, who are currently working in different sectors of business and industry across the country.

MDP at Jaipuria Institute of Management

Management Development has become very important in today's competitive environment in any business. It has been found in various surveys that the organizations that align their management development with strategic planning by investing in their employees have added considerably to their value chain.

Our MDP program focuses on new developments and latest trends in managerial practices in a specific area. With greater focus on personal and organizational development the programs are designed to augment the managerial knowledge, skills, attitude and aptitude of your executives.

To this end, our **Management Development Programs (MDPs)** are designed with the right balance between theoretical inputs, practical insights and the latest research findings. Such programs help the key professionals in industry integrate management theories to the continuously changing business environment and refine their action plans to meet the business requirements. Our MDPs aim to equip participants with strategic tools in the field of Strategic Planning, Finance, Marketing, IT, Operations, International Business, Organizational Behavior , HRM, Communications and Soft Skills like Time Management, Interpersonal Skills, Selling Skills, Presentation Skills, Leadership, Etiquettes and Grooming, Motivational Skills etc.

Program Overview

Workplace Harassment is an area that is gaining visibility due to the impact it has on overall organizational culture as well as employee well-being. It is the single most important reason for work-related stress.

Many people use workplace harassment and sexual harassment interchangeably, or believe it to be the most harmful. However, they are not the same. Sexual harassment is a subset, or one of the types, of workplace harassment. Also, bullying, belittling or shaming, aggression, discrimination and abuse at the workplace also qualifies as harassment and is equally harmful.

At a workplace, harassment is prohibited on the following grounds of discrimination – race, colour, religion, national origin, ancestry, place of origin, age, physical disability, mental disability, marital status, and/or sexual orientation.

The “**Preventing and Handling Harassment & Discrimination at Work Place Program**” will enable the participants to understand the types of workplace conduct that are considered unlawful discrimination and harassment. It explains what employees should do to avoid or minimize incidents of employee discrimination and harassment in the workplace. An important objective of the program is to sensitize the participants about sexual harassment, so that their awareness of this issue will help prevent it.

Programme Contents

- ✚ Workplace Harassment – Issues and Challenges
- ✚ Gender Issues, Historical and Sociological Perspective
- ✚ Women in Workforce: Traditional vs Modern
- ✚ Discrimination based on Caste, Religion, Region, Sex etc
- ✚ What is Sexual Harassment at Workplace?
- ✚ Legal Framework to Deal with Discrimination
- ✚ Prevention of Sexual Harassment at Workplace
- ✚ Grievance Redressal Framework
- ✚ Cases/ Project Work

PROPOSED PROGRAM DATES

5th, 6th and 7th August, 2019

OR

19th, 20th and 21st August, 2019

COMMERCIALS

- ✚ Professional charges: Rs. 35,000/- per day + GST 18%
- ✚ Local Faculty Travel Reimbursement would be borne NHPC @ Rs. 1000/- per faculty per visit (Maximum of 2 faculty per day)
- ✚ Lunch and Tea / Coffee/ Training Kit/ Expenses would be borne by NHPC

Please note: We would like to provide our flagship online program on Gender Sensitization and Prevention of Sexual Harassment worth Rs. 3000/- per person, to the participants at subsidized rates of Rs. 1000/- per person, including taxes as course material.

This will be in addition to the Professional Charges, to be borne by NHPC, if agreed.

JIM's Training Methodology

