



The Sharp logo is derived from the Taoist concept of Yin and Yang. The in lay mean the male and female forces of the universe. The Taijitu or Taiji diagram represents the yin-yang in symbolic form, a circle where the white part represents yang and the black part represents yin. The black in the white part and white in the black part represents the presence of both male and female forces in each other.

Indian philosophy has a distinct dualistic strand, known as Samkhya. In this theory, Yin corresponds to Prakrti (female) and Yang to Purusha (male). The symbol of yin and yang has however spread beyond cultural, religious and physical borders and has become a universal symbol for peace and harmony.

The Sharp logo adapts this symbol to represent harmony between the male and female genders by using the two small circles. The Sharp initiative goes beyond the scope of just the workplace and works towards a shift in consciousness and understanding between the two sexes. There can be peace and harmony between men and women when there is behavioural change. This understanding will not only bring in harmony at the workplace but in aspects of everyday life too. Any real change in behaviour has to come from within the individual and Sharp acts as a catalyst for this process.

## **About PCVC**

The International Foundation for Crime Prevention and Victim Care (PCVC) is a not-for-profit organization working to end violence against women. The last seven years, PCVC has been striving to empower individuals and mobilize the community so that people are free from violence and abuse in their relationships at home or the workplace. PCVC offers comprehensive coordinated programs and services that address the immediate and long-term needs of domestic violence and sexual abuse victims and their children. It also designs, provides and customizes training and consultation for ending interpersonal violence. The

organization is backed by experts in the field of criminology, victimology, psychology and the law, who are dedicated to promoting the health, safety and well-being of the community.

### What is **SHARP**?

Sexual Harassment Prevention Training (SHARP) is PCVC's new initiative to promote respect and safety at the workplace. Having offered crisis support to many victims of sexual harassment at the workplace and witnessed their bleak attempts to get justice, we are determined to prevent sexual harassment at the workplace.

**Sexual harassment is not only harmful, it's costly.** A major million dollar settlement by a well-known software company is just one example of the serious impact it has on the corporate world. With more and more working women and more of them experiencing sexual harassment in their lifetime, you can be sure the future will bring more eye-opening settlements. How can you prevent or eliminate sexual harassment in your workplace? **The answer is education and training, not litigation or out of court settlements.**

### Why **SHARP**?

Sexual harassment prevention has become a legally required mandate in India. Having well defined sexual harassment prevention policies and training for managers/supervisors and all employees on their role in preventing and

correcting harassment situations in the workplace is a critical concern for employers. With potential liabilities growing, it is important to make sure everyone understands the importance of their actions and their key part in eliminating harassment from the workplace.

Sexual harassment includes comments on a person's appearance or dress, sexually suggestive or explicit jokes, unwanted sexual overtures, staring and other behaviour designed to make someone uncomfortable, and unwanted touching anywhere on a person's body, including bumping into and brushing up against someone.

Victims of sexual harassment in the workplace are in a particularly vulnerable position. They may hesitate to report the harassment because they fear losing their job, compromising their careers, not being believed, and being considered 'difficult'.

How can you recognize Sexual Harassment?

Sexual harassment can be verbal and include:

- comments about body, clothing or sexual activities
- sexual jokes, remarks, or teasing
- requests or demands for sexual favors that come with hints or stated threats about one's job
- repeated advances and requests for dates when one has already said no

Sexual harassment can be also non-verbal and include:

- insulting sounds
- leering or staring at the body
- obscene gestures

- creating a hostile work environment

Finally, sexual harassment can be physical and include:

- touching or pinching
- constant brushing up or bumping against someone's body
- sexual assault

*"...sometimes we joke, but unknowingly this contributes to sexual harassment."*

### ***Types of Sexual Harassment***

Sexual harassment may also take the form of a quid pro quo- an offer of advancement if a co-worker will agree to sexual contact or the threat of job loss if a co-worker refuses to engage in sexual contact. Someone experiencing this form of sexual harassment may be suddenly fired or demoted for refusing the harasser's advances.

Sexual harassment can take the form of ongoing unwanted sexual attention of several kinds-verbal, non-verbal, or physical that, overtime, creates a hostile work environment for the target of such harassment. Someone experiencing this type of sexual harassment may or may not face firing or demotion, but the harasser creates an atmosphere in which the co-worker suffers from the effects of sexual harassment on a daily, hourly, or almost constant basis resulting in an intolerable working environment for the victim.

*"Harassment can be physical, verbal or visual, and can include unwelcome jokes, e-mail or text messages of a sexually explicit nature, being touched in a discomfoting way and, in extreme cases, rape and assault."*

### *Stages of Progression of Sexual Harassment*

The first stage is unwelcome behaviour including any unwanted, unsolicited sexual attention or demands received in the workplace from any person in a formal or informal position of power who makes compliance with these demands a condition of employment, or which affects his/her ability to perform in the work environment.

The second stage of harassment may be retaliation. Once the victim has advised the harasser, verbally and in writing, that his sexual attention and/or demands are unwanted, a common reaction of the harasser is to attack the victim's competency as a worker. If someone who has sexually harassed retaliates for refusing his advances and reporting, the victim should try and stay calm, stay on the job (as long as she feels her safety is not in question), and defend her rights. How she responds at this stage may be used by others to gauge her credibility.

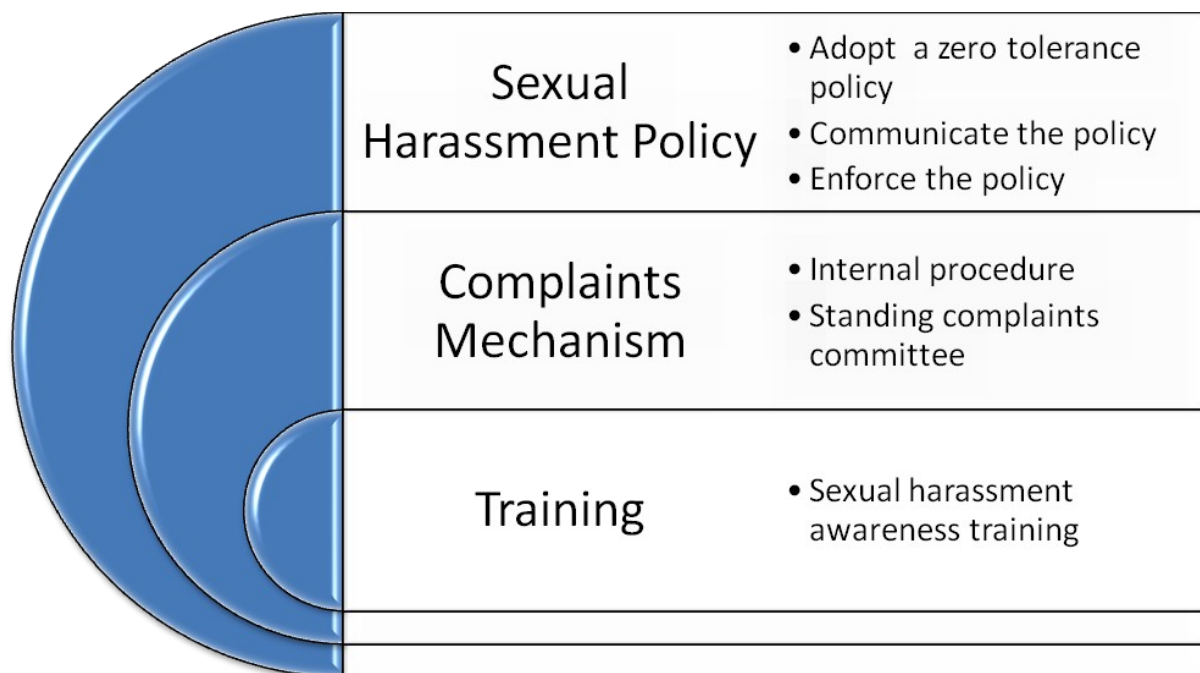
*“A hostile work environment may be illegal, but it also can be a symptom of a much larger problem—lack of respect in the workplace.”*

Get **SHARP!**

Sharp will provide training customized to meet your needs and comply with the law. The training includes video scenarios, case examples, and opportunities for your employees to discuss and deal with potentially challenging situations. You will limit your liability and improve work relationships.

Participants will learn to identify, take action and prevent potential sexual harassment issues before they occur.

An ounce of prevention is worth a pound of cure!



The goals of the training are to:

- Help your employees understand the law and your organization's harassment prevention policy
- Recognize early signs of sexual harassment, and encourage interaction and candid dialogue

- Investigate and resolve sexual harassment complaints according to your policies and the law
- Maintain open communication in a respectful environment
- Understand the practical steps that must be taken to prevent the escalation of an incident into a harassment complaint or legal action
- Promote clear communication of your organization's anti-harassment policies
- Demonstrate that you treat harassment prevention and complaints seriously
- Clarify behaviors that constitute harassment and suggest methods of diffusing conflict
- Understand the concept of a "hostile" work environment
- Establish a clear role for supervisors in harassment prevention
- Create a complaints committee within your organization
- Resolve conflicts and protect your organization from costly lawsuits

Contact us today to request a proposal. Our trainings emphasize not only compliance with the law but also the common sense rules for creating a healthy and vibrant work environment free from harassment and other unlawful pressures.

*“A small investment will ultimately protect the organization’s greatest asset- its people. “*