



Safe Workplace Initiative: A Workplace Awareness Program

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ABSTRACT

The Creating a Safe Workplace Initiative: A Workplace Awareness Program is designed to inform employees and members of an organization regarding sexual harassment in the workplace and the importance of creating an environment that is safe, respectful, professional, and ethical. Sexual harassment is a serious issue that can negatively impact the emotional well-being, mental health, work performance, and quality of life of the individual at the centre of the issue, as well as lead to a reduction in productivity in the organization, damage to working relationships, and negative perceptions of an organization. Therefore, the purpose of this program is to provide a proactive approach to developing a culture of respect, accountability, and zero tolerance for sexual harassment, in all its forms.

The program will include various interactive and engaging sessions designed to encourage active participation and foster meaningful learning. These sessions will include educational presentations from experienced speakers, interactive quizzes, scenario simulation exercises, group discussions, and reflective activities. As a result of these different types of sessions, the participants will have a mix of theoretical knowledge as well as practical knowledge related to sexual harassment and sexual harassment issues, allowing them to identify inappropriate behaviours, and respond appropriately in their own workplace.

The program will inform individuals about various types of sexual harassment. This includes verbal harassment, physical harassment, and bullying through electronic means. The training will also address the misconception about sexual harassment and how to identify sexual harassment when it happens. The goal of the program is to educate people on their rights and responsibilities at work as well as to promote respect for others, regardless of their background.

It will also provide people with information on how to report harassing conduct at work. It will guide them on who to report the harassment to and how to report it without fear. The program's goal is to instill a sense of security in individuals when they report a harassment-related incident. It also encourages people to support one another and help those who have been victimized.

Compliments of the above, the program is also designed to provide employees with an environment that is conducive to good work performance. Employees receive education on building a workplace where everyone is treated in a kind, honest, and respectful manner. Employees develop a positive attitude toward their employers when employers show interest in employee welfare.

Keywords: Sexual Harassment, Sexual Awareness, Workplace Safety, Anti-Sexual Harassment Act 2022 (Act 840), Employee Awareness, Organisational Culture

INTRODUCTION

Sexual Harassment is a significant issue that can impact the wellbeing of individuals, how they get along with others and how productive they are in their respective workplaces. Sexual harassment can be demonstrated in various ways, including verbal, non-verbal, physical, or through the use of electronic media. These behaviours