


Workshop on


Addressing Harassment at the Workplace

Toolkit to identify, address and prevent harassment at the workplace



DATE, TIME & VENUE

 November 29, 2022

 9:00 a.m. to 5:00 p.m.

 City Campus, IBA Karachi

PROGRAM FEE

PKR 30,000 + 5% SST

Inclusive of course material, IBA certificate, lunch, refreshments & business networking.

WHO SHOULD ATTEND?

Senior and mid-level managers, HR Managers, ER managers, Heads of departments, HR consultants and officers.

PROGRAM OVERVIEW

The protection of women from harassment at the workplace act 2010 and the recent amendment of 2022, require all employers to address cases of harassment at the workplace by forming a special committee and deciding the cases within a very strict timeframe. It has now become imperative for the employer to be aware of the law and practices in the area of harassment in order to decide these cases.

TOPICS COVERED

In today's multicultural workplace certain Insinuations, cultural references, sexual innuendos, dark humor and other forms of ice breakers, which were generally acceptable norms in closed workspaces, have become unacceptable. As diversity, sexual, racial, cultural and others, increase some of the past practices are now termed as undesirable and sometimes also illegal behaviors.

The evolving workplace needs a better and more comfortable environment for people to work in. It is important for both the employer and the employee to take into account the desirable behavior and practices to create an enabling environment for the performance. These behaviors could include reference to:

- . Quid Pro Quo
- . Race, Religion , Sex, Age
- . Disability
- . Sexual orientation and Marital status
- . Gender Identification
- . Political Beliefs
- . Criminal History
- . Occupation or source of income

TAKE THE NEXT STEP

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LEARNING OUTCOMES

1. Conceptual clarity of the issue of harassment
2. An insight into the dynamics and power play around harassment
3. Motivation of the staff to build an environment within the organization to keep the work environment dignified (non-hostile)
4. Understanding the harassment legislation and its application.
5. Understanding of how to report cases and the mechanisms instituted – with in and out of the organization.



“Everything about their workshop was near to perfection, faculty was well prepared and addressed our queries up to our satisfaction, material shared was very helpful. My expectations were definitely met.”

Arsalan Malik
Assistant Manager, KE (K-Electric)

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TRAINER PROFILE



Mahreen Nazar

Assistant Professor , IBA Karachi
Member of the Anti Harassment Committee at IBA
LLM, Temple University , USA & LLB Hons, University of West London

Ms. Mahreen Nazar is currently an Assistant Professor of Law at the Institute of Business Administration, Karachi.

She has conducted various talks on the Harassment law in Pakistan. She is also a trainer in the areas of Law ethics for HRM in Pakistan. Her areas of interest are Corporate Law, Corporate Governance, Intellectual Property Rights and Industrial Relations.

She is a Certified Trainer for adult education and is currently instructing courses and trainings in the executive MBA at IBA where an elective Corporate Governance-code and practices in Pakistan is offered every other semester. Being a certified trainer for corporate governance she is also part of the team of faculty of Directors Training Program, training board members of listed companies, both public and private sector, as required by the SECP. She has advised a number of new startups on issues of formation of a suitable business entity and protection of intellectual property rights.

Mahreen has an LLM from Temple University in USA and LLB Hons from University of Westminster UK.



APPLY HERE

<https://cee.iba.edu.pk/registration.php>

DISCOUNTS

15% Discount for 5 or more than 5 participants from the same organization

10% Discount for 2 or more than 2 participants from the same organization

For discount details & sponsorships, please contact CEE Open Enrollment Program Office.

CONTACT US



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PROGRAM POLICIES & PAYMENTS

Registrations are only confirmed when full payment has been received from a participant. For a detailed cancellation policy, please visit: <https://cee.iba.edu.pk/cancellation-policy.php>

The Institute may cancel or postpone a program due to insufficient enrolment or unforeseen circumstances. In this case, the institute will refund registration fee, but will not be responsible for any other related expenses including cancellation/change charges by airline and travel agencies. The Institute reserves the right to make changes in its program dates, faculty, policies, and fees at any time.

Payment can be made via cheque / bank draft payable to the "Institute of Business Administration, Karachi" at the following address:

Center for Executive Education (CEE), IBA, City Campus, Garden/Kayani Shaheed Road, Karachi. For online payments via credit cards: <https://onlinepayment.iba.edu.pk/> (from payment type, please select CEE)