



LONDON • NEW DELHI • NEW YORK



Creating awareness around Sexual Harassment

Your need as we understand

Situation

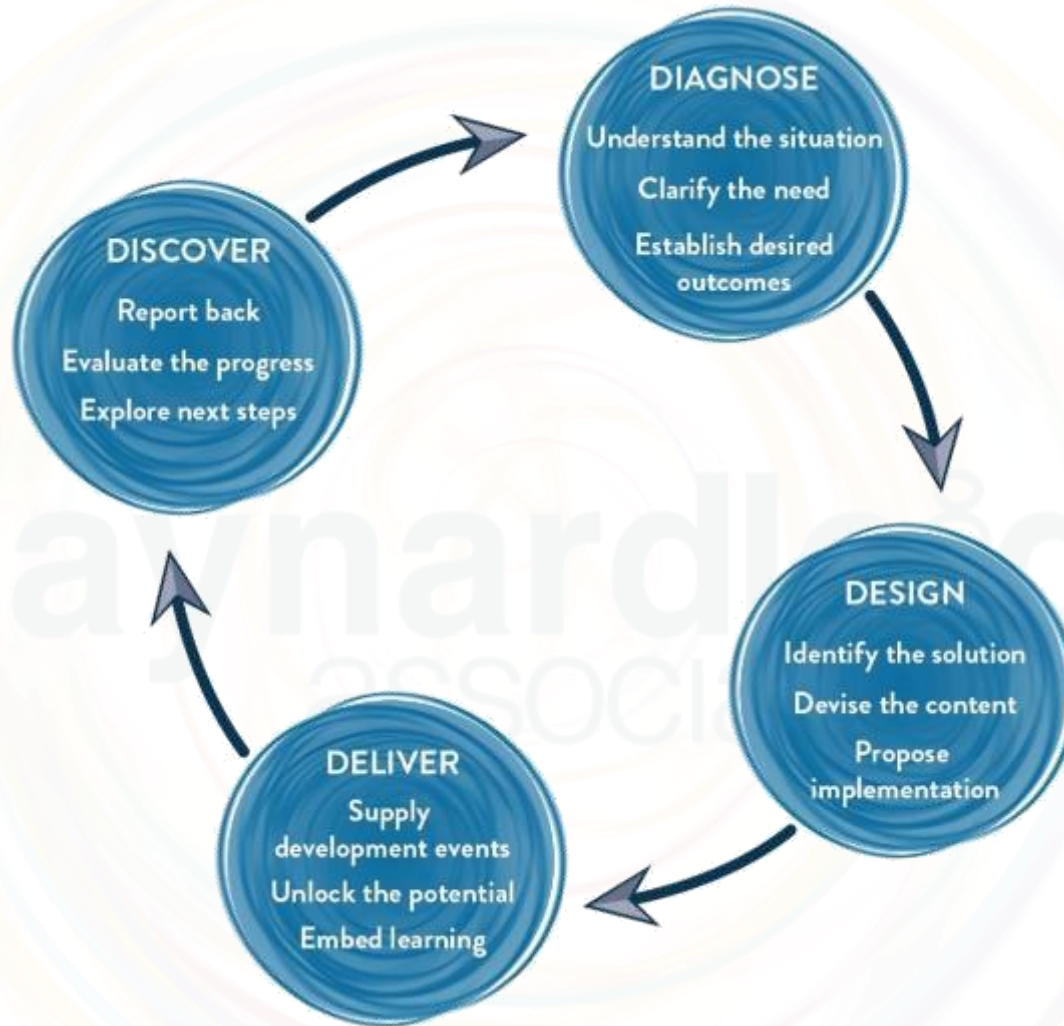
There is a requirement to do sexual harassment awareness program with 200 people in the organization. You are initiating a program called POSH- Prevention of sexual harassment where you would like us to partner with a lawyer to create awareness and sensitivity around sexual harassment. A few scenarios shortlisted are:

- Sexual harassment over a period of time- woman misinterpreted for getting down at different stops
- Boss not treating a woman employee well– awareness around if this is sexual harassment or harassment at workplace
- Coveted Account- A woman feeling uncomfortable with the person at vital account of the company
- Putting under the carpet- ignoring or just taking an issue casually (uncomfortable remarks made by own subordinate)

Need

There would be 1 hour theatrical session conducted with 1 Maynardleigh facilitator and 3 actors. We would be partnering with Vrinda to deliver a power packed session with legal inputs

Our Approach



Methodology

We use Interactive theatrical exercises along with Psychological and L & D tools



We will start by designing session and will do the following 2 things:

Script: We will use Maynardleigh consultants specialized to design theatre, and draft scripts for 3-4 scenarios. We will partner with the lawyer (assigned by Coca Cola) to align on the sexual harassment laws and the scenarios to be drafted

Rehearsals: The consultants who will be leading the theatre plays in the townhall will meet with the actors and rehearse their scripts.

Tentative Learning Objectives: After the session, the participants will:



Think

- There are so many scenarios I could consider harmless but I need to be aware of the comfort of my fellow colleagues
- I will work towards making our workplace safe and healthy environment to work in.



Feel:

- **Empowered** to raise issues concerning sexual harassment
- **Sensitized** towards gender bias



Be more able to:

- Call out situations that are disempowering and take appropriate actions
- Promote gender equality

Tentative Workshop Content: each session with 50 participants: 90 minute session

Time	Narrative	Session	Session details	Methodology
	The session starts with ICC introducing the intervention with the	ICC kick –off	• ICC addresses the audience by introducing the intervention	
10 mins	Start with a quick theatre on Sexual harassment over a period of time	Skit	• Actors start with a short 5 minute skit	
10 mins	Vrinda picks up from the theatre to link her POSH introduction	Vrinda introduces POSH	• Vrinda takes 10 minutes to introduce POSH	
15 mins	Enacting the second scenario on putting under the carpet	Interactive Theatre	• Actors use real situations and enact that scenario and then invite the audience to direct the actors in new approaches. By interacting with the drama people see the different options available.	Facilitator led
10 mins	Vrinda makes a connect with the second scenario and shares few laws with the people	Vrinda's legal connect	• Vrinda comes and introduces laws around the scenario played and a couple of more examples	Vrinda led
15 mins	Enacting the Third scenario on Coveted account	Interactive Theatre	• Actors use real situations and enact that scenario and then invite the audience to direct the actors in new approaches. By interacting with the drama people see the different options available.	Facilitator led
10 mins	Vrinda addresses the audience with the redressal mechanism and role of the committee	Vrinda's Connect	• Vrinda to share few redressal mechanisms	Vrinda led
15 mins	Enacting the forth scenario on Boss not treating a woman employee well	Interactive Theatre	• Actors use real situations and enact that scenario and then invite the audience to direct the actors in new approaches. By interacting with the drama people see the different options available.	Facilitator led
15 mins	How to differentiate between sexual harassment and harassment at workplace?	Vrinda Connect	• Vrinda to share difference between sexual harassment and harassment and workplace	
	Addressing the curiosity of the participants	Q & A	• Participants get to interact and ask questions	

Discovery meeting



A one to one meeting with HR stakeholders to review the journey done and devise the next intervention for the same audience.

Your Investment for the intervention

<u>Diagnose & Design (For the whole Intervention)</u>		
Design (creating scrips and rehearsing for the sessions)	INR 40,000/- per day per consultant = 40,000/-(One time charge)	
<u>Delivery (4 sessions in 2 days)</u>		
<u>Activity</u>	<u>Investment</u>	
Professional Fee for delivery of workshop	INR 65,000 Per Day per consultant X 1 consultant X 2 days	INR 1,30,000/-
Professional fee for 3 actors	INR 25,000 per day per actor X 3 actors X 2 days	INR 1,50,000/-
Total investment for 200 people (4 sessions covered in 2 days)		INR 3,20,000/-

Commercial Terms & Conditions

- ❖ Client is responsible for providing venue, conference facilities, AV equipment.
- ❖ Travel outside Delhi NCR - Air, stay & airport/ venue cab transfers to be taken care by the client.
- ❖ Travel inside Delhi NCR - at Rs. 12.00 Per Km.
- ❖ Not inclusive of applicable taxes (GST @ 18.00%).
- ❖ A commercial contract will be signed before the execution of the project.
- ❖ 50% of cancellation fee will be charged on any cancellation or postponements that occur within 20 working days of the confirmed date of delivery.
- ❖ The above commercials are valid till the 31st December, 2017
- ❖ Contracts, legal & accounting paperwork (including billing & payments) will be in the name of "Life Strategies Humancare Pvt. Ltd."

Next Steps



- **Contracting and PO:** Once we close on the Commercials, let us close initiate the PO and contract
- **Book:** Let us block the dates for the workshop right away so that we have consultants available for you.

Let's work in partnership to create impact & unlock potential



For further information please connect with:

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