



INDIAN INSTITUTE OF MANAGEMENT CALCUTTA

GENDER SENSITIZATION AND COMMUNICATION: BRIDGING GAPS

 Programme Director: Prof. Nisigandha Bhuyan

 Programme Dates: March 13 - 17, 2023

 Programme Venue: MDC, IIM Calcutta



INTRODUCTION

This program will sensitize participants to gender-based complexities in today's workplaces. It will enable and empower participants to take informed decisions keeping in mind both their own rights and duties towards co-workers.

Here are some of the questions the program aims to address:

- What constitutes sexual harassment?
- How should an organization respond to allegations of gender-based discrimination and sexual harassment, both in online and offline interfaces?
- What can an organization do to ensure employees have faith in the processes of gender justice?
- What is gender-based online trolling? How does one cope with such online trolling?
- What are different communication styles? Do men and women follow different styles of communication?

The program will be offered by legal experts, human resources and communication faculty, and professionals experienced in handling various types of sexual harassment and related complaints.

OBJECTIVES

The key objectives of the program are:

- To understand the construct of "gender" in contemporary society
- Understand existing Indian laws on sexual harassment and related issues
- Create awareness about sexual harassment and conditions that perpetuate such behavior
- Learn coping strategies and procedures in case of any incidence of harassment at the workplace
- Learn the concept of personal space and gender-appropriate behavior in both online and offline spaces
- To understand and recognize different styles of communication
- Develop gender sensitive practices at the workplace



PEDAGOGY

This program will comprise interactive sessions including case discussions and team-based exercises drawing upon experience sharing and reflection. We will include discussion of video-based cases, real-life situations and current events. Role plays will also be a part of the pedagogy. A subsequent counselling session can be arranged on request for those interested.



WHO MAY ATTEND

The program is designed for both men and women at all levels of management and anyone interested in gender sensitization and communication at the workplace. The course will cover ethical, legal, social and communication aspects associated with sexual harassment, its prevention, redressal and overall compliance with the law.



KEY TOPICS

- **Defining Sexual Harassment:** We will discuss definitions, scope, criteria and types of sexual harassment and related behaviour.
- **Sexual harassment online:** Harassment in online spaces is becoming more common making it important for people to understand nuances of such behaviours.
- **Nature and type of Complaints:** There are many types of complaints. One may complain orally or file a written complaint. A complaint may even be filed anonymously as well. Or, it may be one where both the complainant and the respondent are known by all stakeholders.
- **Impact of Sexual Harassment complaints on all stakeholders:** Different stakeholders are impacted in different ways. While maximum impact may be experienced by the complainant, many other people are also affected by such proceedings. Families, colleagues and employers are drawn into such a process and have critical roles to play.
- **Shaming and silencing in cases of sexual harassment:** Societal and interpersonal influences may lead to silencing of the complainant and pressure to withdraw the case. Thus, it is important to discuss ways of coping with emotional distress and anxiety.
- **Internal Committee (IC): Role and Function:** The three primary functions of the internal committee comprise awareness, counselling and redressal. It is also important to understand the intricacies of dealing with pressure exerted by various stakeholders.
- **Maintaining Confidentiality:** While maintaining confidentiality in case of a sexual harassment complaint is of utmost importance, it is also the most challenging task. We will discuss critical measures that need to be taken throughout this process.

- HR Dilemmas and responses: We also need to create awareness about potential misuse of sexual harassment policies in organisations. It is important to spread awareness about organisational dilemmas in dealing with high-performer deviants and discuss the role of power dynamics in shaping the investigation outcomes. Therefore, it is critical to orient and sensitize employees about sexual harassment issues accompanied by an analysis of real-world case situations and outcomes.
- Styles of Communication: We all have different styles of communication. But are we aware of our communication strengths and weaknesses when communicating with people with different gender identities? Such awareness will help promote healthy practices in organizations.



PROGRAMME DIRECTOR

Dr. Nisigandha Bhuyan is an associate professor of Business Ethics at the Indian Institute of Management Calcutta. She holds a Ph.D from IIT Kanpur. She is also a postdoctoral fellow of the Indian School of Business and was a Visiting Fellow at the Wharton School of Business, University of Pennsylvania. Her areas of research interest include virtue ethics, capability approach, ethics of technology, social justice and the philosophy of utopia. She has published in national and international peer-reviewed journals in her field. Her research draws from concepts such as practical wisdom (phronesis) and virtue ethics of Aristotle, capability approach of Amartya Sen and distributive justice of John Rawls.

PROGRAMME DETAILS

- **Duration:** March 13 - 17, 2023
- **Programme Commencement:** 9:00 AM on March 13, 2023
- **Programme Conclusion:** 2:00 PM on March 17, 2023
- **Venue:** Management Development Centre (MDC), IIM C Campus
- **Accommodation:** For Residential participants
 - **Check in:** March 12, 2023 (6:00 pm onward)
 - **Check out:** March 17, 2023 (2:00 pm)



PROGRAMME FEES

- **Residential (R):** ₹ 120,000/- plus taxes and surcharges as applicable.
- **Non-Residential (NR):** ₹ 110,000/- plus taxes and surcharges as applicable.

We would strongly encourage candidates to enroll as Residential participants, as the experience of an MDP is optimized in a full-immersion mode.

Discount on Programme fees:

A discount of 10% on the Programme fees can be availed by an organization if it nominates at least 4 participants for a particular MDP.

TERMS & CONDITIONS

- Participants would have to make their own travel arrangements.
- Accommodation at IIM C will be provided till 2.00 p.m. on the last day of the Programme. Participants staying beyond this time will have to bear additional stay and food charges, which they have to settle directly with the hospitality service provider, conditional upon room availability.
- Cancellation Policy: In case you/your nominated candidate(s) does(do) not attend the programme, 40% of the programme fees will be retained, as per policy.
- Executive Education Alumni: With effect from April 1, 2017, participants of IIM Calcutta's 'Open' MDPs who attend 20 days of learning through two or more Open MDPs will be eligible to apply for 'Executive Education Alumni of IIM Calcutta' status.



HOW TO APPLY

- You can apply/nominate your personnel by clicking on the “Apply Now” link corresponding to the particular MDP, as appearing on our online calendar available at: <https://iimcal.ac.in/mdp/mdp-calendar>
- Once the candidature(s) is (are) approved, the sponsoring authority or participant (in case of self-nomination) will be intimated over email along with the Payment Advice seeking programme fees in advance.
- Programme fees can be remitted online through Electronic Fund Transfer (NEFT/RTGS).
- Upon remitting the fees online, kindly intimate CMDP office with the UTRNo./relevant transaction details through email, so that we can connect your remittance to your nomination(s). Please note that confirmation of participation is subject to receipt of Programme fees by CMDP Office before commencement of the MDP.

IIM CALCUTTA'S RANKINGS AND ACCREDITATIONS

- Triple accreditations by AACSB (Association to Advance Collegiate Schools of Business), AMBA (Association of MBAs) and EQUIS.
- IIM Calcutta is the only B-school in India to be a part of the prestigious CEMS. (The Global Alliance in Management Education or CEMS (formerly the Community of European Management Schools and International Companies) is an international cooperation of leading business schools and universities with multinational companies and NGOs).
- IIM Calcutta has been ranked at No. 2 in India and 59 Globally in the Financial Times Executive Education Ranking 2022. IIM Calcutta had secured 2nd rank amongst all B-schools in India and 21st Globally, in Financial Times: Masters in Management Rankings 2020.



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For all other details on administrative matters please refer to the ‘Guidelines for Participants’ on our website or e-mail to program_mdp@iimcal.ac.in