



DIVERSITY & INCLUSION

Creating Gender Inclusive Work Environment



Course Objective

This course is designed to encourage and help implement a Gender Neutral Environment in workplaces. The course helps in creating an all-inclusive and diverse setup that aids progress, harmony, and acceptance.

Automotive
Design and
Crashworthiness
Research



www.adcr.com.pk

Duration: 1 Day

Venue: Client's Venue

COURSE DETAILS

Topic

- Introduction (Icebreaking)
- Need for ethical attitudes and policies

Content

- Code of Ethics
- Code of Conduct
- Organizational Values
- Employee Behavior
- Internal Practices
- External Practices

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- Organizational Values and Practices

- Standards of Professionalism
- Use of Organisation assets
- Use of Social Media

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- Discrimination and Sexual Harassment Policies

- Discrimination
- Sexual Harassment Policies
- Code of Conduct for Harassment
- Govt. of Pakistan's Act 2010
- Amendments

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- Gender Bias and SoPs

- Communication Rules
- Disciplinary Processes
- Practices



INSTRUCTOR PROFILE



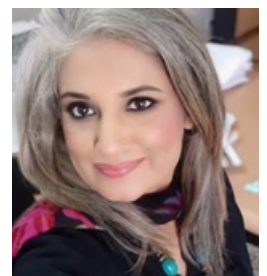
Dr Ausima Sultan is a linguist with a PhD in Linguistics and Literature.

She is serving at the Institute of Space Technology (IST), Islamabad as Head of the Department, of Humanities and Sciences. She is also heading Harassment Complaint Cell, at IST. She received training from Mehrgarh on the Protection of Women against Harassment at Workplace Act 2010 and since 2012 is actively looking after the Cell which is in compliance with HEC guidelines as well as Act 2010.

As the head of HCC, she plays a pivotal role in managing and providing technical assistance to task orders and contracts related to gender equality and inclusive development. HCC is a department that seeks to assist students, staff, and faculty to explore ways to increase sensitivity towards harassment-related issues both sexual as well as academic through the arrangement of awareness seminars, lectures, and workshops.

The purpose is to help students, faculty, and staff and maintain a respectful and harassment-free work environment. She designs and facilitates meetings, training, and workshops, using utilization-focused, appreciative, participatory, adult learning methodologies and approaches. She also develops and deepens innovative approaches to gender integration, gender equality, inclusive development, and organizational ethical code of conduct, and participates actively in relevant professional (formal and informal) communities such as the National Commission on Status of Women.

She is a registered trainer with the National Institute of Banking and Finance (NIBAF) where she delivers workshops and lectures to young bankers.



TESTIMONIALS FROM PAST TRAININGS

The course Instructor was very interactive and kept the whole audience engaged for 3 days. Didn't make anyone feel bored or left out.

Sardar Muhammad Nisar Akhtar, GSM
Ekaterra



The instructor was well-equipped with relevant knowledge and elaborated the course in a very productive way. He engaged with every participant Which made this course more interactive and fruitful.

Sher Muhammad, ZSM
Ekaterra



Instructor's has good knowledge and exactly what we all should learn.

Syed Muhammad Salik, Road Safety Manager
Unilever



Very well articulated and structured course

Syed Haseeb, Area Manager
Unilever

