



Session on Workplace Safety	
<b>Date: May 31, 2023</b>	<b>Venue: Board Room, RVIM, Bangalore.</b>
<b>Time: 4.30 pm to 6.00 pm</b>	<b>Event : Durga Foundation</b>
<b>No. of Participants: 20</b>	<b>Event Coordinators: Dr. Rashmi Shetty, Dr. Tamizharasi, Prof. Uma Sharma</b>
<p>A session on Workplace Safety for Women Faculty was organized to address critical safety concerns and equip women faculty members with the knowledge and tools they need to navigate their workplace safely and confidently. This session was delivered by the resource persons from Durga Foundation. The session aimed to foster a safe and supportive work environment while promoting awareness about the rights, protections, and strategies that can be employed in case of workplace challenges, especially for women. This session was conducted for the women faculty members and staff of RVIM.</p> <p><b>The key objectives of the session were:</b></p> <ul style="list-style-type: none"><li>• Raise Awareness on Workplace Safety: Educate women faculty about their rights regarding workplace safety and the available resources for support.</li><li>• Empower Women Faculty: Provide tools and strategies to enhance personal safety and prevent potential risks or uncomfortable situations in the workplace.</li><li>• Promote a Safe Working Environment: Encourage open discussion about workplace safety, and foster a culture of respect and inclusivity for all members, especially women faculty.</li></ul> <p><b>Session Overview</b></p> <p><b>1. Understanding Workplace Safety Rights</b></p> <p>The session began with an introduction to the fundamental rights and protections women faculty have under workplace safety laws. Key topics covered included:</p> <ul style="list-style-type: none"><li>• Anti-harassment and Anti-discrimination Policies: An explanation of workplace harassment laws and institutional policies aimed at preventing discrimination, sexual harassment, and other safety violations.</li><li>• Legal Protections: An overview of national and international labor laws that protect women from unsafe or discriminatory practices, such as sexual harassment, unequal treatment, or gender-based violence in the workplace.</li><li>• Institutional Resources: Information on the resources available at the institution, such as human resources (HR), employee assistance programs (EAPs), and ombudsman services, to address workplace safety concerns.</li></ul> <p><b>2. Practical Safety Strategies</b></p> <ul style="list-style-type: none"><li>• Safe Meeting Practices: Guidance on how to maintain safety during one-on-one meetings, including choosing appropriate locations, setting clear boundaries, and using technology (e.g., video calls) when necessary.</li><li>• Workplace Security Awareness: Tips on personal security, such as ensuring proper lighting in office areas, using security measures like identification badges, and knowing the emergency exits and procedures.</li></ul>	



- **Preventing and Addressing Harassment:** How to recognize different forms of harassment, including verbal, physical, and emotional abuse, and steps to take if harassment occurs. The session also included advice on how to document incidents and report them to the appropriate authorities.

### 3. Building a Supportive and Inclusive Environment

- **Support Networks:** Encouraging the formation of support groups within the faculty to share experiences, discuss concerns, and offer mutual support.
- **Bystander Intervention:** Training on how to be an active bystander in situations where other women faculty may be unsafe or at risk, including how to intervene appropriately and offer support.
- **Inclusive Workplace Culture:** Promoting diversity and respect in the workplace and ensuring that all faculty, regardless of gender, feel safe and valued.

After the main presentation, the session included a Q&A and group discussion segment where participants could share personal experiences, concerns, and insights. Some key discussion points included:

- **Real-Life Experiences:** Several participants shared instances where they had felt unsafe or uncomfortable in their workplace, leading to a conversation about ways to improve institutional policies and create safer working environments.
- **Support Systems:** Faculty members discussed the importance of strong institutional support systems and how to create better communication channels for reporting incidents of harassment or unsafe behavior.
- **Practical Tips:** Participants exchanged practical strategies that had worked for them in their own workplace safety practices, creating a collaborative and supportive atmosphere.

### Conclusion

The **Workplace Safety for Women Faculty** session was an essential and empowering event, equipping women with the knowledge and tools needed to navigate potential challenges in their workplace environments. By addressing the legal, practical, and cultural aspects of safety, the session helped to enhance awareness and build a supportive network within the faculty. Ultimately, it is through education, dialogue, and shared responsibility that we can ensure a safe and respectful environment for all faculty members.



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