

## **1. Interactive sessions**

Enfold offers programs on Gender Empowerment, Sexuality and Personal Safety. These workshops are interactive. Case studies are used to illustrate practical application of concepts and laws. The programs are customised as per requirement.

### **1a. Sexuality, Diversity and Safety**

A 1 1/2 hour workshop that sensitises the participant on:

- Gender equality: righting a historic wrong.
- Understanding diversity in sexual orientation and gender identity
- Demystifying sexuality: answering questions you wanted to ask but never asked!
- The complete human: beyond gender, femininity and masculinity.
- Being safe: strengthening the body and the spirit.

### **1b. POSH – Prevention of Sexual Harassment**

A 2 1/2 hours workshop that sensitises the participant on:

- Changing norms of gender interactions over the years - women entering the workforce, reporting structure).
- Gender interactions – being aware of each other’s verbal, visual and touch cues.
- Personal Space – defining it and maintaining it assertively.
- Role of intention and perception in determining abuse/ harassment.
- What to do when one perceives sexual harassment.
- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 – understanding the roles and responsibilities of the employer, the employees, the aggrieved and the accused.
- How to use the Stri Suraksha App

### **1c. Health, Life-style and Well-being**

A 1 1/2 hour workshop that sensitises the participant on:

- Protective foods, foods that enhance brain function and immunity.
- Ergonomics at work and at home.

### **1d. Social Responsibility and Positive Parenting**

A 1 1/2 hour workshop that sensitises the participant on:

- Nurturing children.
- Building the child's self-motivation and self-discipline: beyond reward and punishment.

### **1e. Child Sexual Abuse-Awareness and Sensitization**

A 2 1/2 hours workshop that sensitises the participant on:

- Understanding the dynamics of Child Sexual Abuse.
- Learning to spot signs and symptoms of Child Sexual Abuse.
- Prevention strategies for parents, families and communities.
- Understanding the Law: POCSO Act 2012.

### **The value**

These workshops enable a more conducive work environment with the employees equipped with knowledge on how to be emotionally and physically healthy. Interact with their colleagues, particularly of the opposite gender are likely to be more conducive.