



Interweave
towards an inclusive future...

**20
25**



PROGRAMME SYLLABUS

6 MODULES | 3 WEEKS

March 18th - April 3rd

Tuesdays and Thursdays

Time 3.00 to 5.00pm

For IC members from organisations

To Register - mira@interweave.in



PROGRAMME SYLLABUS

Week 1 Module 1

March 18th

FACILITATOR

NIRMILA
MENON

RESPECT AND DIGNITY AT THE WORKPLACE

- Explore the importance of creating a safe and respectful culture at work. This module delves into power dynamics, consent, biases, and how to foster a culture of inclusion and mutual respect.





PROGRAMME SYLLABUS

Week 1 Module 2

March 20th

FACILITATOR

ANANYA
DASGUPTA

SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE

- An in-depth understanding of the PoSH Act with a focus on employer responsibilities in addressing sexual harassment at work. Key takeaways from this module includes the legal provisions, employer's responsibilities and the resolution process. Insightful discussions around generational differences and the collective role in creating safer workplaces.





PROGRAMME SYLLABUS

Week 2 Module 3

March 25th

FACILITATOR

**ANANYA
DASGUPTA**

INTERNAL COMMITTEE (IC) ROLES AND RESPONSIBILITIES

- Understand the constitution and responsibilities of the Internal Committee, including the roles of internal and external members. A deeper look into real-world scenarios and court judgments.





PROGRAMME SYLLABUS

Week 2 Module 4

March 27th

FACILITATOR

UMA

THE INVESTIGATION PROCESS

- Dive into the procedural aspects of handling complaints, from identifying an aggrieved woman to planning and conducting a fair inquiry. This module highlights key legal precedents, interim measures, conciliation, and applying the principles of natural justice for a seamless investigation.





PROGRAMME SYLLABUS

Week 3 Module 5

April 1st

FACILITATOR

UMA

CONDUCTING INTERVIEWS AND PREPARING REPORTS

- Master the art of formal investigations with effective interviewing techniques, concluding investigations and report preparation. This module ensures IC members can deliver fair findings, recommend corrective actions, and navigate complexities while adhering to legal timelines and penalties.





PROGRAMME SYLLABUS

Week 3 Module 6

April 3rd

FACILITATOR

**UMA AND ANANYA
DASGUPTA**

MOCK INVESTIGATION

- Simulating a real-world investigation, participants get a hands-on experience of handling a complaint end to end.



Interweave Consulting is a leading Diversity & Inclusion (D&I) solutions firm in India- a one-stop-shop for an organisations' D&I needs Interweave prides itself as being on the cutting edge of all that is trending in the Indian marketplace. With thoughtfully crafted and customised solutions, Interweave partners organisations to arrive at practical and culturally relevant initiatives for best impact. Founded in 2006 by Nirmala Menon, Interweave has since partnered with over 400+ organisations and trained over 3 lakh professionals to enhance their skills in building safe and inclusive work cultures in their organizations. Interweave is Catalysts' strategic partner in India



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