

# FROM POLICY TO PRACTICE

# ANTI-HARASSMENT COMPLIANCE AND CONTROLS



An employee's mental health plays a vital role with regards to his/her productivity and engagement within the organization, thus ensuring that he/she contributes positively in attaining the objectives of the organization. Emotions/mental health is significantly affected by harassment/discrimination. Hence, it's imperative for organizations to take care of their employees' emotional well-being and provide a workplace free of discrimination and harassment.

 **JULY 11, 2026**

 **9:30 AM TO 1:30 PM**



## COURSE CONTENT

- Harassment and its Types
- Discrimination and its Types
- Identification of Harassment and Discrimination in Workplace
- Impact of Harassment on the Organization and its Employees
- Behaviors That Might Be Considered Harassment or Discrimination
- Key components of an effective anti-harassment policy
- Actions to Prevent Sexual Harassment in the Workplace
- Responsibility of Management in responding to a Harassment Complaint
- Creating safe reporting channels
- Confidentiality and data protection considerations
- Receiving complaints appropriately
- Investigation principles:
  - Fairness
  - Neutrality
  - Documentation
  - Evidence gathering

## TARGET AUDIENCE

- HR Professionals
- Team Leaders/Supervisors

## FACILITATOR

### Ms. Rabia Omar

Ms. Rabia is a highly professional and creative individual with around 25+ years of experience in the financial services sector which includes Private Equity facilitation, Blue Chip investment facilitation, Wealth and Asset Management, Retail/Commercial/Corporate Banking/Investment Banking, managing Liability /Cash Management, Payment Services, Asset Relationships, Sales and Relationship Building. She is currently working as Head Global Alliances at MIA Arbitration. Previously she was working as Country Head Corporate Sales at AWT Investments Limited. She has also served as Chief Executive Officer at ROSH Developments and has worked at HBL, MCB Bank and various other organizations. As a trainer she has been trained and certified by famed Ron Kaufman in Sales and Service. She has also been trained by Karen Allahwala in Corporate Communication and Business Etiquette, certified by Fulcrum in Performance Management, AML and Anti-Terror Financing Certification by DC Gardiner. She has been training banking staff over a decade nationwide.

**Training Manager: Farah Khan**  
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