



WIRECOM (INDIA) PVT. LTD.

NEWS LETTER

JANUARY 2017

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Birthdays of

Ajaykumar 01st
Yadav
Brijalal Paswan 01st
Shyam Shah 01st
Ankush Rathod 01st
Vinayak Shinde 04th
Pranita Chavan 06th
Tanvi Tandel 07th
Kalpesh Gosavi 10th
Nitin Karekar 13th
B Ravikumar 20th

January 2017..... New Beginning and New Resolution

The Holiday have passed ! The New year has begun ... Did you know that one of the most common resolutions each year is to “ get fit “ ?

As you begin to create our own “ get fit “ goals for 2017, consider these convincing reasons to make exercise a part of your healthy habits

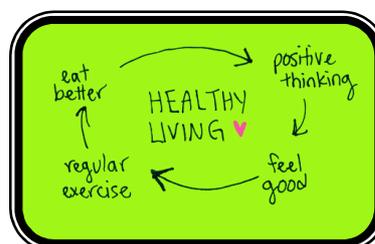


Exercise can help you sleep sounder and longer so you feel more awake during the day. People who get at least 150 minutes a week of moderate exercise or 75 minute of vigorous exercise.

Exercise not only builds muscles, but helps us to build strong bones. Young people who exercise regularly achieve greater peak bone mass than those who do not. Bone mass generally peaks by age 30 after that we begin to lose bone mass. To help prevent bone loss that can lead to osteoporosis, exercise regularly.

Exercise help combat stress and improve your mood, so if you are feeling in a slum ... get out and tackle those endorphins! Physical activity increases that production of your brain's feel - good neurotransmitters called endorphins. This is also linked to an increase in self - confidence and lowers the symptoms associated with mild depression and anxiety.

Exercise helps regulate blood pressure. Regular physical activity makes your heart muscle stronger. A stronger heart can pump more blood with less effort. If you heart can work less to pump the blood through, the force on your arteries decreases , thus lowering your blood pressure.



The secret of being

Happy

is accepting where
you are in life and
making the most
out of everyday.

QUOTEDIARY.NE

प्लास्टिक का धाम करो त्याग।
इससे सबका होगा कल्याण।।

यात्रा का आप पुष्प कमा लो।
कुड़ा सिर्फ कुड़ेदान में ढालो।।

यात्री तेरी धन्य कमाई।
रास्ते की रख पुरी सफाई।।

घरती माता करे पुकार।
बास पास का करो सुधार।।

हेमस्ट्रेंट की यात्रा पर आया जो हन्सान।
रास्ते की सफाई का करे वो ध्यान।।

सुनो आप क्या कहती आत्मा।
कुड़े-कचरे का करो खात्मा।।

घरती, पानी, हवा, रक्खो साफ।
बाने वाली पीढ़िया करेगी माफ।।

Preventing Sexual Harassment in the Workplace

As an employer, you have a responsibility to maintain a workplace that is free of sexual harassment. This is your legal obligation, but it also makes good business sense. If you allow sexual harassment to flourish in your workplace, you will pay a high price in poor employee morale, low productivity, and lawsuits.

What Is Sexual Harassment?

Sexual harassment is any unwelcome sexual advance or conduct on the job that creates an intimidating, hostile, or offensive working environment. Any conduct of a sexual nature that makes an employee uncomfortable has the potential to be sexual harassment.

Given this broad definition, it is not surprising that sexual harassment comes in many forms. The following are all examples of sexual harassment:

A supervisor implies to an employee that the employee must sleep with him to keep a job.

- * A sales clerk makes demeaning comments about female customers to his co-workers.
- * An office manager in a law firm is made uncomfortable by lawyers who regularly tell sexually explicit jokes.
- * A cashier at a store pinches and fondles a co-worker against her will.
- * A secretary's co-workers belittle her and refer to her by sexist or demeaning terms.
- * Several employees post sexually explicit jokes on an office intranet bulletin board.
- * An employee sends emails to co-workers that contain sexually explicit language and jokes.

The harasser can be the victim's supervisor, manager, or co-worker. An employer may even be liable for harassment by a nonemployee (such as a vendor or customer), depending on the circumstances.

Strategies for Prevention

There are a number of steps that you can take to reduce the risk of sexual harassment occurring in your workplace. Although you may not be able to take all of the steps listed below, you should take as many of them as you can.

Adopt a clear sexual harassment policy. In your employee handbook, you should have a policy devoted to sexual harassment. That policy should:

- define sexual harassment
- state in no uncertain terms that you will not tolerate sexual harassment
- state that you will discipline or fire any wrongdoers
- set out a clear procedure for filing sexual harassment complaints
- state that you will investigate fully any complaint that you receive, and
- state that you will not tolerate retaliation against anyone who complains about sexual harassment.

Train employees. At least once a year, conduct training sessions for employees. These sessions should teach employees what sexual harassment is, explain that employees have a right to a workplace free of sexual harassment, review your complaint procedure, and encourage employees to use it.

Train supervisors and managers. At least once a year, conduct training sessions for supervisors and managers that are separate from the employee sessions. The sessions should educate the managers and supervisors about sexual harassment and explain how to deal with complaints.

Sexual Harassment Training Requirements

Some states require certain employers to conduct sexual harassment training. For example, California law requires employers that have at least 50 employees to provide supervisors with two hours of interactive sexual harassment training every two years. Connecticut and Maine also require sexual harassment training. And other states strongly encourage employers to provide such training, even if it isn't legally required. Even if your state doesn't require or suggest training, it's still a good idea -- your managers will know what the law is and what to do when employees complain, and, if you find yourself in a lawsuit, you'll be able to show that you took steps to try to prevent harassment.

Related Ads

Monitor your workplace. Get out among your employees periodically. Talk to them about the work environment.

Ask for their input. Look around the workplace itself. Do you see any offensive posters or notes? Talk to your supervisors and managers about what is going on. Keep the lines of communication open.

Take all complaints seriously. If someone complains about sexual harassment, act immediately to investigate the complaint. If the complaint turns out to be valid, your response should be swift and effective.

Prevention: Responsibility of Employer

Lythri Speer



- Organize workshops & awareness programs
- Provide safe environment not only to employees but also to anyone who comes in contact with the employee, such as clients, customers, vendors, etc.

MUST READ

A Group of friends, highly established in their careers, got together to visit their old university professor. Conversation soon turned into complaints about stress in work and life. Offering his guests coffee, the professor went to the kitchen and returned with a large pot of coffee and assortment of cups – porcelain, plastic, glass, crystal, some plain looking, some expensive, some exquisite – telling them to help themselves to the coffee.

When all the students had a cup of coffee in hand, the professor said: “If you noticed, all the nice looking expensive cups were taken up, leaving behind the plain and cheap ones. While it is normal for you to want only the best for yourselves, that is the source of problems and stress. Be assured that the cup itself adds no quality to the coffee. In most cases it is just more expensive and in some cases even hides what we drink. What all of you really wanted was coffee, not the cup, but you consciously went for the best cups.And then began envying each other’s cups.

Now consider this: “Life is the COFFEE; the jobs, money and position in the society are the CUPS. They are just tools to hold and contain Life, and the type of cup we have does not define, nor change the quality of Life we live. Sometimes, by concentrating only on the cup, we fail to enjoy the coffee God has provided us”. God brews the coffee, not the cups.

NOTE: The happiest people don’t have the best of everything. They just make the best of everything. Live simply. Love generously. Care deeply. Speak kindly.

ENJOY YOUR COFFEE. 😊

