

Our team of specialists bring diverse expertise in safeguarding

Jenefa Jabbar
Director, Human Rights and Legal Aid Services and Social Compliance, BRAC

Jenefa chairs the Sexual Harassment Redressal Committee and is the legal advisor for safeguarding at BRAC. She brings 22 years of experience in working with organisations on social responsibility, including gender-based violence, sexual harassment, abuse and grievance mechanisms.



Joyshri Sarker
Programme Manager, BRAC

Joyshri has 12 years of experience in the fields of gender equality, human rights, ready-made garments (RMG), child rights, and developing safeguarding training modules.

Sarah Binte Mohiuddin
Programme Manager, BRAC

Sarah has six years' experience in ethical sourcing, sustainability and social responsibility for the RMG and footwear sectors.



Shirajum Munira
Senior Trainer, BRAC

Shirajum has 13 years of experience in the RMG, leather and textiles sectors. Prior to joining BRAC, she worked with the International Labour Organisation.



Khondaker Manjurul Haque
Head of Investigation and Grievance Management, BRAC

Manjurul has 25 years of experience in handling compliance and audit investigations, grievance management and investigating abuse and harassment.



Monowar Hossan
Senior Manager, BRAC

Monowar played a key role in establishing BRAC's Sexual Harassment Redressal Committee. He has 12 years of experience in facilitating training and workshops and is an advocate of the High Court Division of the Supreme Court of Bangladesh.



Why BRAC?
BRAC brings extensive experience, knowledge and skills in capacity building and working with the community, government entities, the private sector, and industry associations in Bangladesh.

The organisation has a track record of 46 years of large-scale successful initiatives in a wide range of sectors that advance Bangladesh.

Organisational profile
BRAC is a global leader in developing cost-effective, evidence-based programmes, and has been ranked the #1 NGO in the world for the last four years consecutively by NGO Advisor.

BRAC uses an integrated model of social development programmes, humanitarian response, social enterprises, socially responsible investments and a university. The organisation operates in 11 countries across Asia and Africa.

For more information
please contact:
SK Jenefa Jabbar
jenefa.jabbar@brac.net



BRAC
BRAC Centre
75 Mohakhali
Dhaka 1212, Bangladesh

T: +880 2 9881265
F: +880 2 8823542
E: info@brac.net
W: www.brac.net

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Safeguarding training
Making your workplace safe



Safeguarding
Training on combating sexual harassment, preventing violence, bullying and promoting whistle-blowing.

Safeguarding is the act of promoting the welfare of people and shielding them from detriment.

Training on safeguarding will support the formulation of anti-harassment, anti-bullying and anti-violence policies, designing and implementing grievance mechanisms, creating sexual harassment redressal committees, and promoting whistle-blowing policies.



“The subject matter is timely, relevant and necessary. The training itself was insightful; together with case studies, experience sharing and practice-oriented training methods, and it helped the participants gain in-depth knowledge about the topic.”

- Bilquis Jahan
Head of HR, BRAC Bank



Why is this training important?

Successful companies and factories maintain their market position through constant organisational improvement. Once trained on safeguarding, employees at all levels will have improved skills to be able to:

- understand their specific roles in regards to safeguarding
- tackle safeguarding issues effectively
- promote a culture of safety, professionalism, and respect
- protect each other through prevention, protection, reporting, and redress mechanisms



Three key benefits of safeguarding training:

Safe Work Environment

Safe work environments translate into increased work quality and improved financial returns.

Feeling unsafe at work increases stress levels, causes demotivation and discontent, and can cause employees' performance to drop significantly.

Safeguarding training outlines what constitutes as appropriate and safe behaviour, and how to approach a colleague of the opposite sex in the workplace.

Knowledgeable Workforce

Trained employees are more likely to behave responsibly and hold others accountable for their actions.

Employees will be more aware of the consequences of any act of harassment. They will learn how hostile acts can impact victims psychologically, physically and professionally.

Training also informs people about complaint processes, consequences that perpetrators may face and support available to victims.

Improved Image

Incidents of sexual harassment, violence and bullying can affect employees and damage the company image, which can eventually impact business profitability.

Addressing harassment in the workplace paves the way to reducing employee dissatisfaction, improving productivity, profitability and the image of the organisation.

“We received training from BRAC on formulating a sexual harassment elimination policy and investigation processes in 2017. We used it to conduct our own training and facilitate investigations. We gathered a lot of experience from BRAC, which is helping us in our way forward.”

– Nusrat Jahan
Focal Point, Sexual Harassment Elimination Committee,
SAJIDA Foundation

