

# Kelp Chronicles

FEATURING OUR LATEST COMPANY HIGHLIGHTS, ACHIEVEMENTS, AND UPCOMING EVENTS

JUNE 2024

## LAST MONTH AT KELP

- Conducted 25 training sessions for **Employee Awareness and IC members** to equip them with the knowledge & skills necessary to effectively handle and resolve complaints of sexual harassment in the workplace, ensuring compliance with legal standards.
- Hosted **23 Quarterly Review meetings** with empanelled clients.
- Conducted a **DEI session** focused on **Realigning Beliefs** for 100 employees at a prominent global content and data company featured on **Newsweek's Top 100 Global Most Loved Workplaces list**.
- The session's objectives included:
  - Providing a thorough understanding of **unconscious bias** to maintain a safe and respectful work environment.

## KELP IN THE NEWS

### How To Make Your Workplace Gen Z Inclusive Without Hurting Traditional Culture

Gen Z plays a crucial role in reshaping workplace culture. They are seen as promoting inclusivity, equity, and empowerment. **Smita Shetty Kapoor, CEO & Co-Founder of Kelp**, provides insights on **Leveraging Gen Z to inspire workplace inclusion**.

Read more

<https://zeenews.india.com/lifestyle/how-to-make-your-workplace-gen-z-inclusive-without-hurting-traditional-culture-2736254.html>

### Nurturing Workplace Safety and Inclusivity

Effective workplace safety and inclusivity initiatives demand a holistic approach, addressing fundamental needs while nurturing higher aspirations. **Smita Shetty Kapoor, CEO & Co-founder, Kelp**, shares her views in this article in the Daily Pioneer on **Nurturing workplace safety and inclusivity**.

Read more

<https://www.dailypioneer.com/2024/columnists/nurture-workplace-safety-and-inclusivity.html>

# PRIDE!

## MONTH AT KELP

As a country, we have a long road ahead when it comes to including the queer community.

A step forward in the right direction is when every corporation, whether big or small, progresses towards inclusion of the queer community.

As an organization, Kelp is taking the step to help other corporations to become more inclusive.

This month to celebrate **PRIDE**, we are offering special pricing on our DEI products to help your organization become more inclusive.

### Webinars/Workshops

- Gender Sensitization
- Cultural Sensitivity
- Unconscious Bias
- Workplace Adjustment
- Micro-Inequities & Discrimination

### DEI Diagnostics

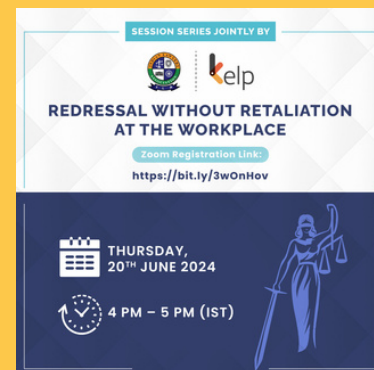
- Inclusion Survey
- Leadership conversations
- Focused Group Discussions
- Detailed Report & Recommendations

### "Did You Know?" Series

Short information bites on various DEI-related topics such as micro-aggressions, intersectionality, gender among others

CONNECT WITH OUR TEAM FOR MORE DETAILS ON ALL OUR PROGRAMS

## COMING UP THIS MONTH



Kelp's **PoSH Webinar Series** in association with the **Indian Lawyers Association** will be covering how employees can raise concerns and seek redressal without fear of retaliation.

Learn about **best practices, legal frameworks, and effective policies** that protect employees and foster a culture of trust and safety. This webinar is essential for HR professionals, managers, and employees committed to creating a supportive and fair workplace environment.

**Date:** 20 June 2024

**Time:** 4- 5 pm IST

**Register here**

<https://bit.ly/3wOnHov>



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## Happy Customers Make Us Happy



We at BTS have been utilizing Kelp's (GoKelp HR Pvt Ltd) PoSH (Prevention of Sexual Harassment) services for the past 5 years and we are extremely impressed with their comprehensive and professional approach.

Kelp has been instrumental in helping us create a safe and respectful workplace environment. Their expert team has guided us through the complexities of PoSH compliance with remarkable clarity and efficiency. From policy formulation and implementation to conducting awareness workshops, their support has been invaluable.

The PoSH training sessions organized by Kelp have been particularly impactful. They are not only informative but also engaging, ensuring that all our employees understand the importance of a harassment-free workplace and are aware of the procedures for reporting any issues. The interactive nature of these sessions has fostered open communication and a deeper understanding among our staff.

One of the standout features of Kelp's services is their prompt and sensitive handling of complaints. Their team provides a thorough and impartial investigation process, ensuring that all parties involved are treated with respect and confidentiality. This has significantly boosted our employees' confidence in the system and reinforced our commitment to their safety and well-being.

The level of professionalism and dedication shown by Kelp in addressing PoSH related matters is truly commendable. They have become a trusted partner in our efforts to maintain a respectful and inclusive workplace culture.

In conclusion, we highly recommend Kelp's PoSH services to any organization looking to enhance their workplace safety and compliance. Their thorough understanding of PoSH regulations and their proactive approach make them an invaluable asset in fostering a positive work environment.

**- Rupali Nawadkar, Chief Manager - People Experience and Operations**  
BTS Strategy Alignment and Execution Private Limited



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POSH, DEI AND MENTAL WELLNESS OFFERINGS**



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