

Ladies and gentlemen,

Imagine a workplace where everyone feels safe, respected, and valued. Unfortunately, for many, this is not the reality due to ongoing harassment. Today, I stand before you to urge a crucial change in our policy against harassment.

Harassment, in any form, erodes trust, damages morale, and impacts productivity. It is not just a personal issue but a systemic problem that affects us all. Our current policies, though well-intentioned, fall short in providing the necessary protection and accountability.

Consider this: over 60% of employees who experience harassment do not report it, fearing backlash or ineffective responses. Imagine the talent, creativity, and innovation we lose because people do not feel safe.

We need comprehensive policy changes that include clear reporting mechanisms, mandatory training, and strict enforcement strategies. This is not just about protecting individuals--it's about fostering an environment where everyone thrives.

With your support, we can implement a zero-tolerance policy that sends a strong message: harassment has no place here. Let's be leaders and set a precedent for safety and respect in the workplace. We owe it to ourselves and to future generations.

Thank you.