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But the women—each and every woman—they have not been waiting, they have been living through this, incident after incident, navigating and fighting, negotiating everyday. And even now, as they speak up, there is no resolution in sight.

The big question remains: What more can be done?

Well, this last year should have been an eye opener. #MeToo has opened up the Pandora's box of dirty secrets. You can sit at a corner and think of this as the reckoning for the powerful men being

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called out; or you can acknowledge that this is not an issue about a handful of individuals, rather a whole setup gone awry. Abuse and harassment of women is a social norm, and this movement is about putting that elephant right in the middle of the room. It is only just garnering momentum, but it can and will fizzle out, if we don't strike soon. It is time to take action—legitimate, valid, strong actions. Our workplaces are the place we spend the most part of our day in. Don't you think it deserves to be a place where everyone can feel safe?

Corporates, media agencies, academic institutions—there is a responsibility for these premises to be safe and free of harassment and discrimination for those who are part of it. There is enough research to showcase how diverse and healthier work environments feed into greater efficiency, retention and even increased profit. There is a need to set up thorough codes of conduct with a gender focus, create harassment policies and complaint mechanisms. Alongside, there is an imminent need to organize orientation sessions and spaces to encourage open discourse.

It is also very possible to start small: encourage conversations about harassment in your close circles—point out how something as mundane as letting a woman pass you ensuring you don't graze against her actually makes a difference; not laughing at a sexist joke discourages someone from making that joke again. Encourage adults and young people alike to talk about paying attention to others, to respect personal boundaries—even if culturally we consider it to be alright.

No one is expecting these issues to be resolved in a day, least of all women who know that this is not an easy path to be taken. We are not expecting harassment to end tomorrow. But won't it be amazing to walk around the street, enter my workplace, and feel like I can take off the armour; to not have to fix my *orna* before I walk into a supervisor's room, or have my colleague cut me off mid-sentence in team meetings? Eliminating violence is a long path, but ensuring change is actually about warranting small steps are taken around us every day. Just ask those strong, empowered women; we have seen it happen around us in our lifetime, because we fought for it.

You can make it happen too.

*Tasaffy Hossain is a development professional and founder of Bonhishikha—unlearn gender. She believes in aiming for a world where gender does not define our life choices.*

ILLUSTRATION: KAZI TAHSIN AGAZ APURBO