



No Physical Touch but there is a Disruption... is it Sexual Harassment?

While not physically touching, disrupting someone to seek attention can still be considered a form of harassment, including sexual harassment, depending on the context and intentions. Here are some factors to consider:

1. Intent: Was the disruption intended to intimidate, annoy, or create a hostile environment?
2. Frequency: Was this a one-time incident or a recurring behavior?

Ensure A Respectful & Safe Workplace. In such case,
Zero Tolerance means anything

Less than Zero

HR Vidyalaya - The POSH Specialist

