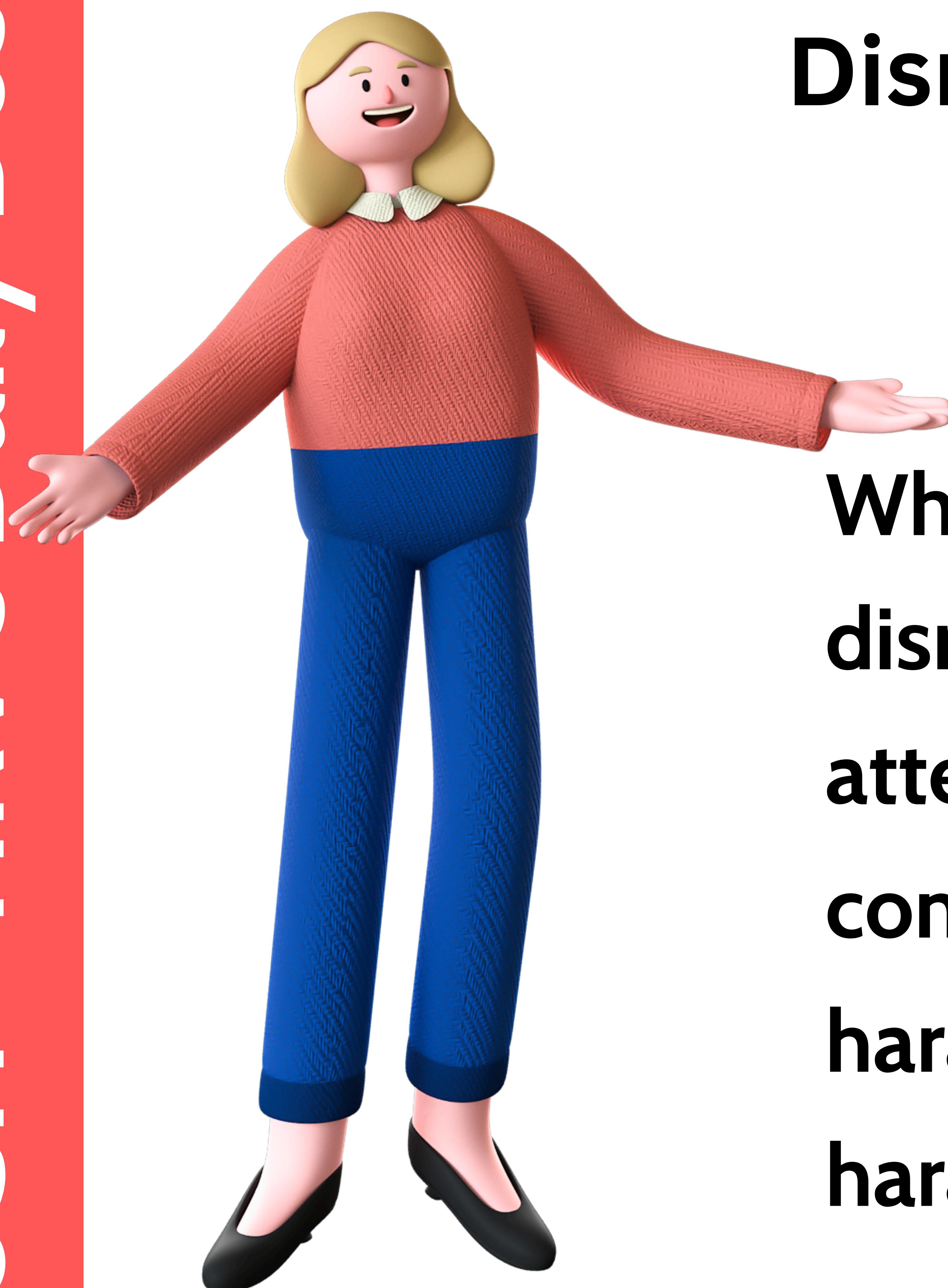


# No Physical Touch but there is a Disruption... is it Sexual Harassment?



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**

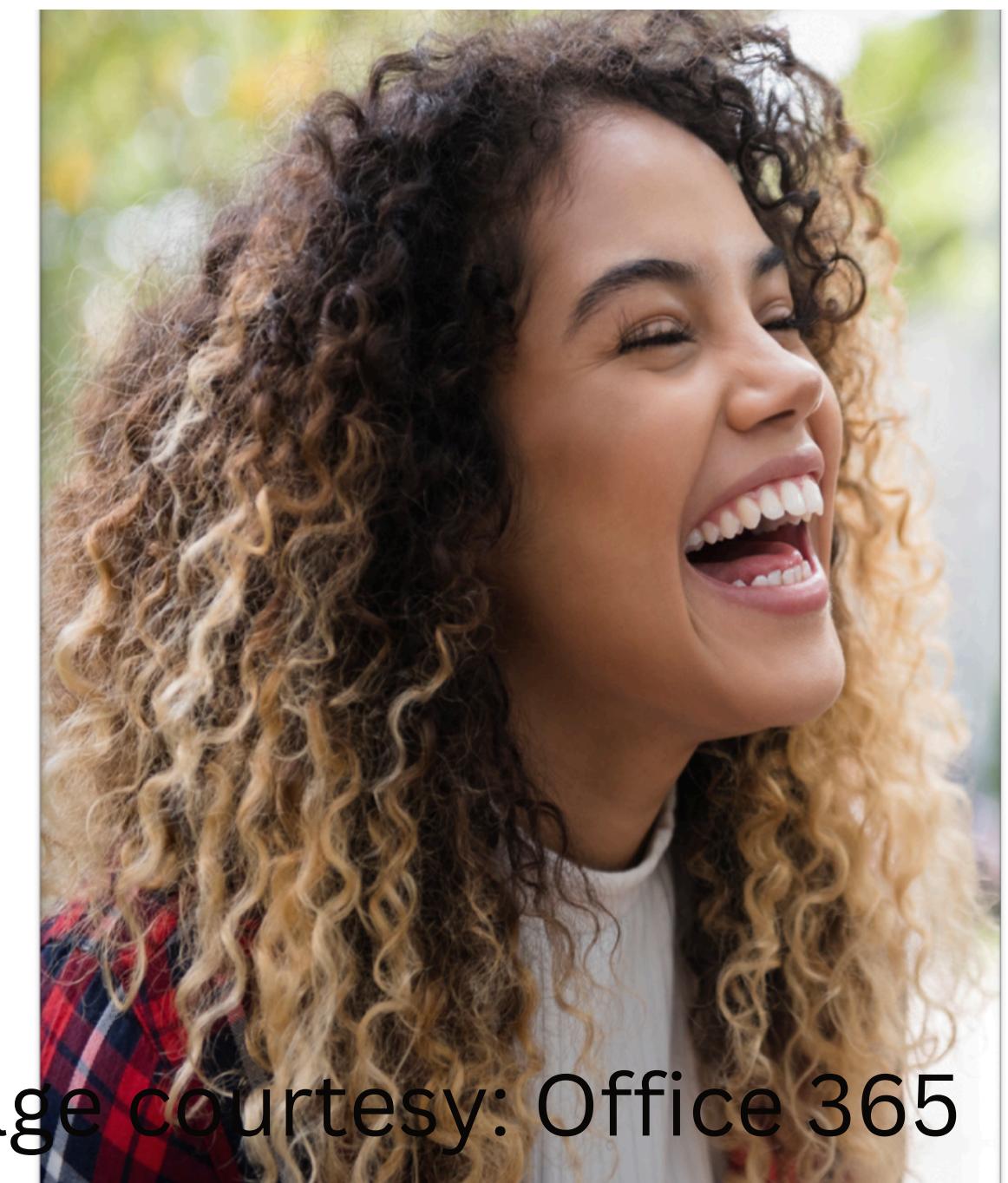


Image courtesy: Office 365