

# Giving Personal Gifts and its Impacts

**Giving a personal gift can lead to sexual harassment if:**

- 1. Excessive:** The gift is excessive, or too personal, making the recipient feel uncomfortable or obligated.
- 2. Repeated or persistent:** The gift-giving is repeated or persistent, despite the recipient's clear discomfort or disinterest.
- 3. Conditional:** The gift is conditional upon the recipient's acceptance of a date, romantic relationship, or sexual favors.

## Examples:

- A supervisor gives a subordinate a expensive piece of jewelry with a suggestive note.
- A manager offers a employee a weekend getaway to a romantic destination.
- A colleague gives a coworker a gift card to a lingerie store. Here the Manager is not physically giving the lingerie, but he gives a gift card, through which the female colleague can only get lingerie and not other dresses.

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

**HR Vidyalaya - The POSH Specialist**

