

Incorrect Use of Pronouns and Intentional Use of Nicknames

1. Using the term

"guys" or

"dude"

- to Women employees or Transgender



- Calling your women colleague not with names but with nick names,

• Babe	• Honey
• Baby	• Fatty
• Darling	• Gundu
• Sweetie	• Blacky
• Sweat Heart	• Kutty
• Honey	• Chellam
	• Beauty

All the above, if repeated and consistent, even after the woman employee says 'stop' may constitute to Sexual Harassment.

The above may,

- Makes individuals feel uncomfortable, anxious, or fearful
- Affects their ability to focus, learn, or work
- Limits their participation or opportunities
- Creates a sense of isolation or marginalization