

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,

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| • 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

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

Less than Zero

HR Vidyalaya - The POSH Specialist