



An Unsolicited Gift and Sexual Harassment

An unsolicited gift in the workplace can be considered sexual harassment if:

1. **Inappropriate or personal items:** Gifts such as, explicit content, a gift with pictures or wording denotes love, affection etc.
2. **Unwanted attention:** Repeatedly giving gifts to a colleague who has not expressed interest or has asked to stop can be seen as unwanted attention or stalking.
3. **Power dynamics:** Gifts from a supervisor or someone with authority can be perceived as an attempt to influence or manipulate the recipient, creating a power imbalance.
4. **Uncomfortable or embarrassed:** If the gift makes the recipient feel uncomfortable, embarrassed, or objectified.

Examples of unsolicited gifts that may be considered sexual harassment:

- A supervisor gives an employee a personal item, like perfume or lingerie.
- An employee receives repeated gifts from a coworker despite asking them to stop.

If the gift is unwanted, inappropriate, or makes the recipient uncomfortable, it can be considered sexual harassment.



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

HR Vidyalaya - The POSH Specialist



Image courtesy: Office 365