



Various Actions prohibited at any workplace and considered as Sexual Harassment if someone accomplish.

- **Promising employment opportunities or benefits if an Employee accepts a proposal for sexual favours**
- **Threatening to refuse employment opportunities or benefits if an Employee does not accept a request for sex favours**
- **Repeated sexual requests or suggestions including repeatedly requesting dates;**
- **Conducting non-verbal behavior such as sexual glances (staring), gestures, solicitations, displays of sexual images, objects, cartoons, calendars, magazines or posters**
- **Conducting verbal behaviour of inappropriate comments, Jokes, Remarks**
- **Sending text messages via electronic devices, Messaging in Social Media, Email, etc.**
- **Physical Harassments like, Touching, obstructing, or preventing movement in an unwanted way, etc.**

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

Less than Zero

HR Vidyalaya - The POSH Specialist

