



Definition – Use of endearing term

Terms of endearment, such as calling a co-worker "honey," "dear," "sweetie", "sweetheart," or some similar expression. (The effect is the primary issue rather than intent. Even if the person "means nothing to you" or you have "used the term for years" you should be aware that such expressions are inappropriate), will constitute Sexual Harassment.

Some may claim, what is wrong with the word. The word is not wrong but the impact it creates is discriminatory.

In a recent Judgement by Hon'ble Calcutta High Court, "The use of the expressions 'baby and sweetie' has been held by the Internal Complaints Committee itself to be inappropriate. However, it is to be noted that once the petitioner informed the alleged offender about her discomfort in that regard by WhatsApp and otherwise, he never repeated the terms of endearment to address the petitioner. Such expressions may be prevalent in certain social circles and need not always be sexually coloured." Hence the impact is to be conveyed to the colleague.



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

Less than Zero

HR Vidyalaya - The POSH Specialist



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