



Case Study

In an Organization as a part of Employee Engagement, the employer allows every department to have fun/entertainment with exotic food, outside the organization. This happens every quarterly and it was an Employer sponsored event.

One department head always prefers to conduct such events at Resorts which has a Swimming Pool. He expects women employees, irrespective of any age to come with swimsuit, so that they can utilize the swimming pool at the resort. This is NOT optional. He invites his Reporting Manager for a Pep Talk at the party to make sure everyone is having a good time.

This sounds like a major ethical violation. The fact that management is aware of the harassment and allows it to continue is extremely concerning. It's also disturbing that women employees are being forced to wear swimsuits against their will. This kind of behavior is unacceptable and should not be tolerated. It's important to create a safe and respectful workplace for everyone, regardless of gender.

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

Less than Zero

HR Vidyalaya - The POSH Specialist



Image courtesy: Office 365