



We are A Respectful & Safe Workplace.
For us Zero Tolerance is anything
Less than Zero

Case Study

- In a Leading MNC, a Department Head, expected all his Team Members (including Women employees) to come to Beach on Sunday early morning and **play with colleagues** - to vent their pressure and ease the workplace tension.
- On that day, he preaches (like daily huddle) - *“this type of venting will ease your work pressure & you can perform well, starting from Monday”*. He mandated this, which made every women employee so uncomfortable (especially playing with male colleague). Women employees had to sacrifice their weekly holiday which they usually spend with their family / children / friends / take rest / mind their personal work.
- One Woman employee made an anonymous complaint and the Management took a decision to separate him, without mentioning the reason for the exit. (as they are labelled as GPTW).
- As it was an anonymous complaint, Sexual Harassment complaint could not be considered/tried.

Case Citation (Hon'ble Tripura High Court)

The Court pointed out that the definition of sexual harassment as provided under Sec. 2(n) of the POSH Act is not exhaustive, but rather an inclusive one. Adding to that, the Court further held that the “acts or behaviours” as mentioned in Sec. 2(n) of the POSH Act was to ensure that acts of sexual harassment, whether done directly or by implication, are included within its ambit. It was then observed that given the broad ambit of the definition, an express instance of sexual harassment in the complaint was not necessary. During Inquiry by the IC, it was revealed that the petitioner had called the complainant to his chamber post the working hours and made remarks on her looks and tried putting his hand around her. The Court concluded it was an unwelcoming act to be interpreted as sexual harassment within the meaning of Sec. 2(n).