

Excesses once agreed (or allowed).... Can't it be treated as Sexual Harassment? A Reported Case study....

HR Vidyalaya's
POSH Snippet

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Talent acquisition person to Candidate (woman).... (after general discussions)

1. If selected, you will be designated as Client Relations Executive @ our Product Division
2. Foreigners (Clients) may call you @ odd hours (time zone difference) for queries
3. You may have to meet the client at Restaurant/Pub & there may be Good/Bad Touch

If you agree, you will be placed immediately.....

Query and clarification

Query : If the candidate agree & join, can't she raise SH, when she feels uncomfortable??

Clarification : She can always raise Sexual Harassment if she feels uncomfortable - (a) during calls whether during the day / odd hours or (b) due to inappropriate actions during meeting at Restaurant or Pub, or (c) due to a Physical touch which is inappropriate (or) with Sexual intent. If she goes to Restaurant or Pub for official purpose to meet the client, it is deemed to be a WORKPLACE.

Because it is discussed and candidate has agreed (not knowing the extent of "Touch' in the meeting), the employer cannot claim that 'such excesses are agreed' and cannot be treated as SH... Cultural differences or Once agreed or allowed exceptions, cannot prohibit an aggrieved woman to make a sexual harassment complaint. A woman is ordinarily (and legally) entitled to execute her job in a dignified manner.

