



Specific Case study

HR Vidyalaya's
POSH Snippet

Dec 21,
2020

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- **A is Head of "X" Department & in love with B**
- **B is Head of "Y" Department & likes C than A**
- **D is Head of "Z" Department & he is close friend of A.**
(with her reference he joined the company)
- **C is an Executive in "Z"Department, reporting to D**
(she actually minds her work & care nothing else)

"C" made a Sexual Harassment Complaint against "D", stating that, he is giving sexual torture at the instance of "A", so that she will reject "B" (or) do not talk to "B"..... which will make "B" to Date with "A" and love her. For God's sake, no one is member of Internal Committee (PO or member). The Inquiry concluded with recommendation of Termination of "D" and a report to take appropriate action against "A" and "B"(as per HR Policy), as they are part of this uneasy workplace environment. Management confirmed the decision of IC, by terminating "D" and further "A" was asked to resign and "B" was reprimanded, as per Code of Ethics of the Company (for disturbing peace of the Organization)

