

Most Important Factor in Assessing Sexual Harassment Intent vs. Impact

HR Vidyalaya's
POSH Snippet

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Intent :

What has happened is normal and I did not mean it (with sexual intent). My intention is friendly, casual and never thought of anything else (to hurt the other person)



Impact:

The effect caused to the (aggrieved) woman (by the perpetrator). It will not be treated as playful & funny always, but can also be felt as "uncomfortable and offending". In such cases it will be treated as Sexual Harassment. I may not require to assume how other person had thought while doing/speaking, so



**IN A DIVERSE WORKPLACE, THE ACTIONS AND WORDS UTTERED, MAY NOT BE STEREOTYPES TO BE TREATED AS A FUNNY, BUT IT MAY CAUSE PAIN TO OTHERS
HENCE MEN, BEWARE....TREAT WOMEN COLLEAGUES AS YOU WOULD WANT THE WOMEN YOU CARE ABOUT, TO BE TREATED....**