

THE PREVENTION OF  
**SEXUAL  
HARASSMENT**  
AT WORKPLACE TRAINING

# POSH

Prevention of  
Sexual Harassment

# Understanding Sexual Harassment

Sexual harassment refers to unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that creates a hostile, intimidating, or offensive work environment.

The logo features the word "POSH" in large, white, sans-serif capital letters. Behind the letters is a stylized orange hand with fingers spread, palm facing forward. The entire graphic is set against a yellow background.

POSH

**Prevention of Women From Sexual Harassment**

# Examples of Sexual Harassment

- Sexist, crude or suggestive remarks/Jokes.
- The display of sexually offensive pictures.
- Through casual touching or open advances.
- Stalking or repeated requests for dates despite refusal.
- Spreading rumors about someone's personal life.
- Using sexually abusive language, sounds or signs in the presence of woman employee.
- E-mails, social media or text messages with sexual content.



# Examples of Sexual Harassment

- Sometimes the more “common” forms of harassment – a stare making the woman feel uncomfortable.
- Too-personal comment, or “friendly” touching – may mean the man is testing her reaction and will move further if not clearly repelled.
- This includes extreme cases like forcing or threatening someone, such as a manager using their power to threaten an employee’s job if they don’t agree to unwanted behavior, or even cases of attempted or actual rape.



# Sexual Harassment at workplace

Sexual harassment at the workplace is unwelcome or unwanted attention of a sexual nature from someone at work, that causes discomfort, humiliation, offence or distress, and/or interferes with the job. This includes all such actions and practices of a sexual nature by a person or a group of people directed at one or more workers.



# Sexual Harassment at workplace

During 2013 new amendments were carried out in Indian Penal Code for acts relating to sexual harassments against women.

Section 354A, 354B, 354C, 354D was newly inserted in Indian penal code, especially for the acts which shall be treated as sexual harassments.



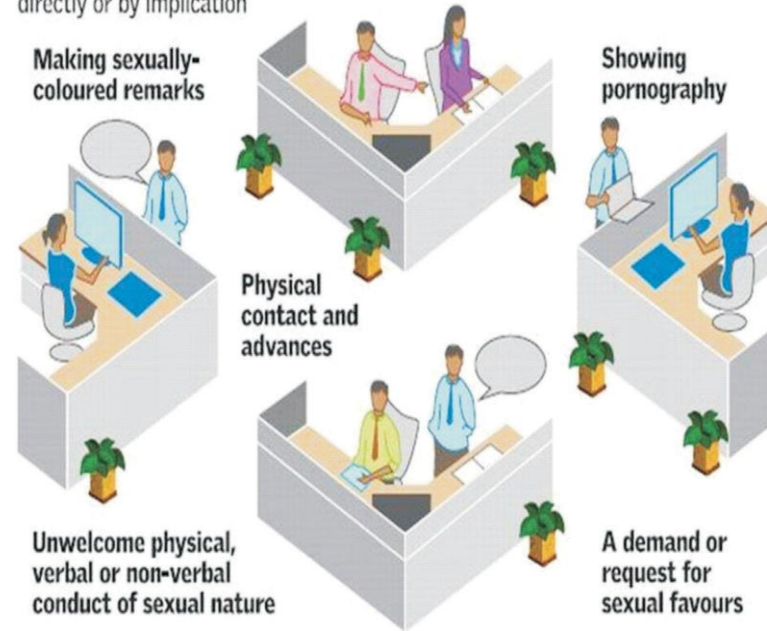
# Sexual Harassment at workplace

According to the section 354A, the following activities by a man shall be treated as sexual harassment against women.

- Physical contact and advances involving unwelcome and explicit sexual overtures.
- demand request for sexual favours.
- showing pornography again as the will of a woman.
- Making sexually colored remarks, will be treated as an offence of sexual harassment on women.

## WHAT IS SEXUAL HARRASSMENT?

According to the Act, 'sexual harassment' includes the following, whether directly or by implication





# Types of Sexual Harassment

- Verbal
- Non-verbal
- Physical.
- “Quid pro quo”
- Hostile Work Environment

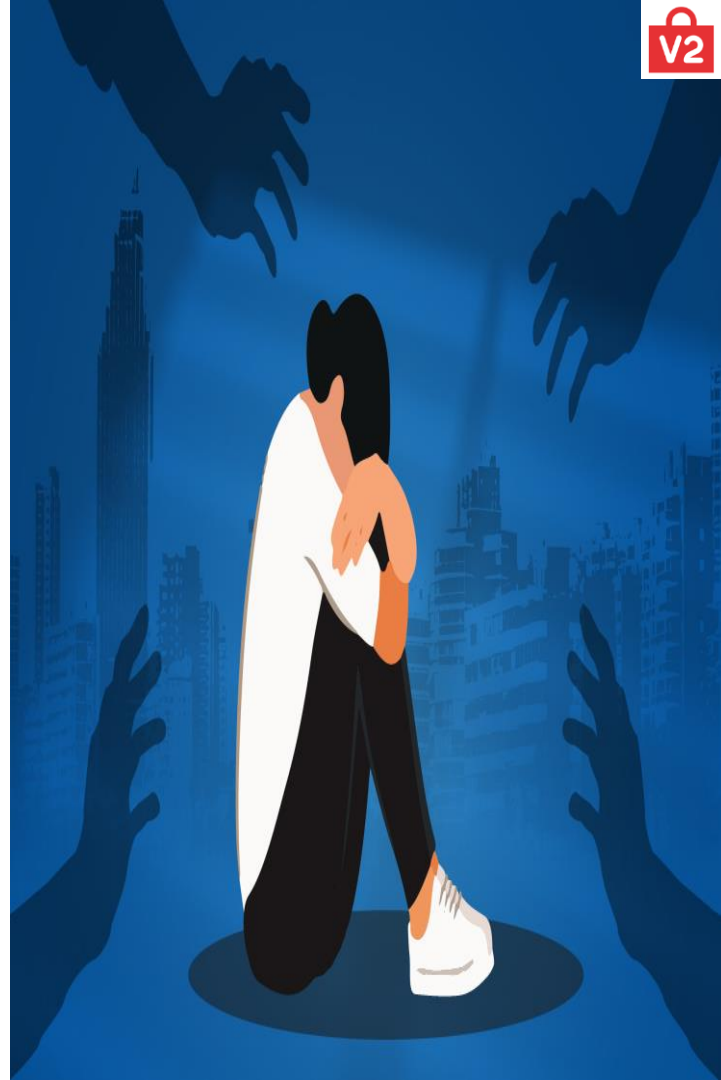




# Types of Sexual Harassment

## a. Physical conduct

- Physical violence.
- Rape or attempted rape.
- Physical contact, e.g. unwelcome touching, patting, stroking, grabbing pinching and hugging.
- Blocking someone's path with the purpose of making a sexual advance.



# Types of Sexual Harassment

## b. Verbal conduct

- Comments on a worker's appearance, age, private life, etc.
- Sexual comments, stories and jokes
- Sexual advances (explicit or implicit )
- Repeated unwelcome social invitations
- Insults based on the sex of the worker
- Condescending or paternalistic remarks
- Telling lies or spreading rumors about a person's personal or sex life.



# Types of Sexual Harassment

## c. Non-Verbal conduct

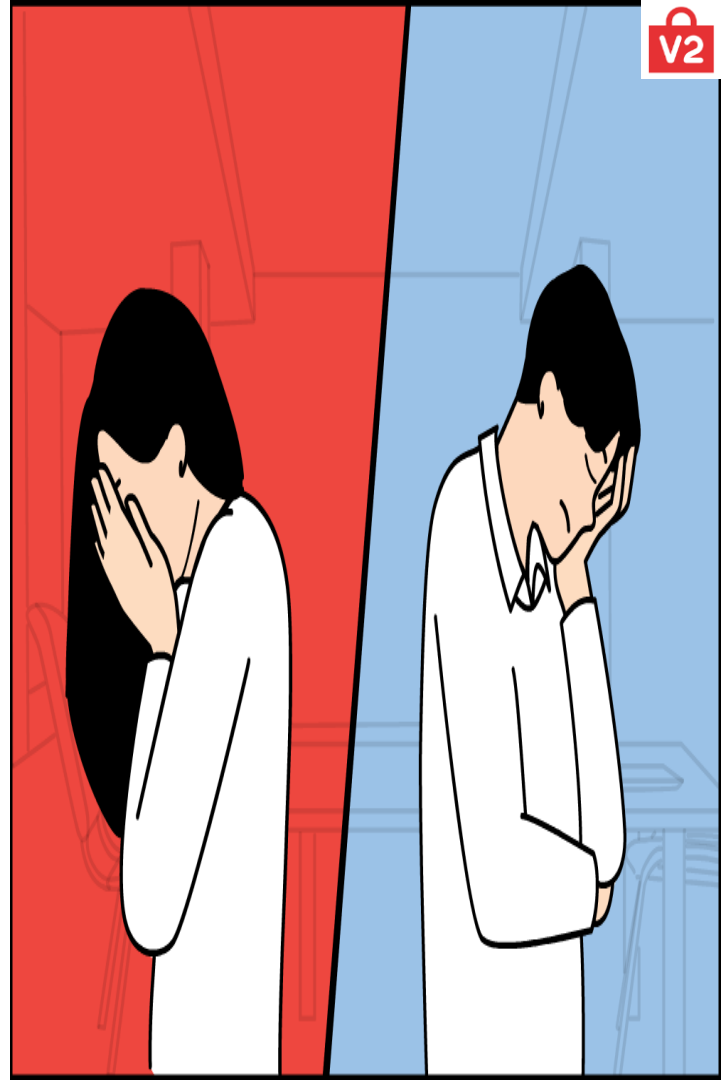
- Display of sexually explicit or suggestive material.
- Sexually suggestive gestures.
- Starting, stalking, whistling, etc.
- Unwanted SMS/e-mail containing sexual comments.



# Types of Sexual Harassment

## d. Quid Pro Quo

- The Latin phrase quid pro quo originated in Europe during the Middle Ages and means “Something for Something”.
- Job Benefit, Including employment, promotion, Salary increase, shift or work assignments, performance expectations and other conditions of employment are associated with the provision of sexual favours.



# Types of Sexual Harassment

## e. Hostile Work Environment

Hostile working environment involves uninvited and unwelcome conducts or behaviour, whether physical, verbal or non-verbal leading to a work environment that is uncomfortable to an employee.

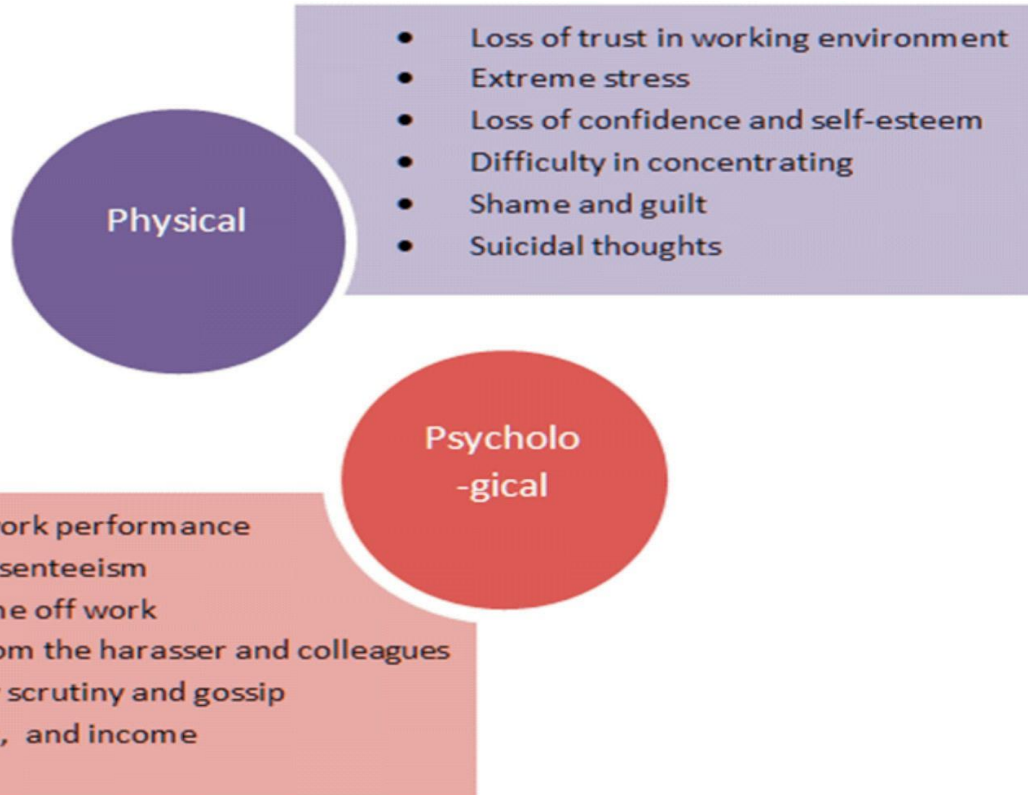


# Examples of Sexual Harassment

Examples of Sexual Harassment		
Physical conduct	Verbal conduct	Non-verbal conduct
Physical violence	Comments on a worker's appearance, age, private life, etc.	Display of sexually explicit or suggestive material
Physical contact, e.g. touching, pinching	Sexual comments, stories and jokes	Sexually-suggestive gestures
The use of job-related threats or rewards to solicit sexual favors	Sexual advances	Whistling
	Repeated social invitations	
	Insults based on the sex of the worker	

# Impact of Sexual Harassment

Sexual harassment has some effects on employees' performance as they might be affected emotionally, physically, financially and socially.





# Impact of Sexual Harassment at the Workplace

No Society or Company can Afford to Condone Sexual Harassment.

Individuals	Employers/Enterprises	Society
<ul style="list-style-type: none"> <li>• Psychological suffering including humiliation, reduced motivation, loss of self-esteem, and loss of trust</li> <li>• Behavioural change including isolation, emotional withdrawal from friends, family, and co-workers</li> <li>• Stress-related physical and mental illness including sleep disturbances, stomach ailments, as well as drug and alcohol abuse</li> <li>• Professional losses, foregoing career opportunities, leaving employment</li> </ul>	<ul style="list-style-type: none"> <li>• Low productivity due to impaired judgment, compromised teamwork, demotivation, absenteeism, and high turn over</li> <li>• Hindered progress and innovation due to lack of trust and team spirit</li> <li>• Poor image of company: No applicants will fill vacancies at workplace where they fear sexual harassment</li> </ul>	<ul style="list-style-type: none"> <li>• Long term rehabilitation costs for the reintegration of the harassed</li> <li>• Unemployment welfare benefits and retraining</li> <li>• Legal and criminal justice expenses</li> <li>• Women's undermined access to high-status and well-paid jobs which traditionally have been male-dominated</li> <li>• Unsafe living and working environment condoning violence</li> <li>• Hindered productivity and development.</li> </ul>

# Group Activity

## Question 1

What happens when no one directly caused affront with you, but passed sexual comments, or commented about your looks behind your back? Will this also qualify as sexual harassment?

## Answer 1

Yes, gossiping at work about the looks of a woman who works in the same workplace is indeed dangerous, and illegal!

# Group Activity

## Question 2

Priya is a new hire in a company. There's lot of work in the organisation and her superior often requires her to stay in office and work late night to complete the tasks at hand. She finds this too stressful and disturbing and wants to make a complaint for sexual harassment. Does such a claim qualify as Sexual Harassment?

## Answer 2

No, the claim is not sustainable as the threat was not of a sexual nature, but purely based on a business need, that is, achieving assigned business targets.

# Group Activity

## Question 3

Miss Ritu works in a MNC. Her boss Mr. Raj often uses abusive names (Hindi non-sexual slangs) while reprimanding his subordinates, irrespective of their Gender. Miss Ritu took offence against such abusive language and files a complaint for sexual harassment? Whether such claim is sustainable

## Answer 3

No, the claim is not sustainable as the abuse by Mr. Raj was of a non-sexual manner. While Mr. Raj conduct may be professionally unacceptable, only conduct which has sexual overtones can be brought under the purview of the Sexual Harassment Act.

# Group Activity

## Question 4

Miss Priya works in Law firm, where a senior partner of the firm usually makes remarks at her appearance and dresses, specifically demanding her to wear certain attire that makes her more attractive. Aggrieved by the act, she files a complaint for sexual harassment?

Whether this claim is sustainable under Sexual Harassment Act?

## Answer 4

Yes, any kind of sexual remarks, whether direct or indirect constitute sexual harassment under Sexual Harassment Act.

# Group Activity

## Question 5

Mrs Sobha works in a multinational company. In a stray incident, her manager promises preferential treatment at work, if she consents to his sexual favors. Can she file a complaint in respect of sexual harassment with respect to such a one-off incident?

## Answer 5

Yes, asking for sexual favours for preferential treatment constitutes sexual harassment under the Sexual Harassment Act- whether the harassment has occurred at a stray instance or repeatedly is irrelevant.

# Group Activity

**Question 6:** Miss Renuka works as a Salesgirl in a departmental store on part-time basis after college hours. She was sexually harassed by her floor manager. Can Renuka file a complaint under Sexual Harassment Act?

**Answer 6:** Women working on part-time basis are protected under the Sexual Harassment Act.



# Our Responsibility

Understand	<ul style="list-style-type: none"><li>• Familiarize yourself with the organization's sexual harassment policy and align your behavior accordingly.</li></ul>
Observe	<ul style="list-style-type: none"><li>• Be mindful of workplace interactions and identify any potential harassment behaviors.</li></ul>
Examine	<ul style="list-style-type: none"><li>• Reflect on your words and actions to ensure they do not unintentionally offend or encourage</li></ul>
Confront	<ul style="list-style-type: none"><li>• Address inappropriate behavior directly by informing the harasser that their actions are unwelcome</li></ul>
Resolve	<ul style="list-style-type: none"><li>• Address inappropriate behavior directly by informing the harasser that their actions are unwelcome</li></ul>
Support	<ul style="list-style-type: none"><li>• Assist and stand by colleagues experiencing harassment, encouraging them to take action.</li></ul>

# Zero Tolerance Policy

A **Zero Tolerance** policy means that any instance of sexual harassment—regardless of severity—**will not be ignored, excused, or tolerated** in the workplace. It ensures that all complaints are taken seriously, thoroughly investigated, and appropriate actions are taken against offenders.

V2 strictly prohibits any form of sexual harassment and takes immediate action against violations, ensuring a safe and respectful workplace for all.



# ZERO TOLERANCE

# POSH Committee Members

S.No.	Member	Member Name	Member Department
1	Chairperson	Mr. Abhishek Bagga	Human Resource
2.	Internal Member	Mr. Akash Agarwal	WTD - CEO
3.	Internal Member	Ms. Tulika Chakravarti	B&M – Division Head
4.	Internal Member	Ms. Srishti Agrawal	Legal & Secretarial

# Process of filing the complaint

## Write a Complaint

- The complainant submits a written complaint to the Internal Complaints Committee (ICC) within 3 months of the incident. On the email ([hr@v2kart.com](mailto:hr@v2kart.com))

## Acknowledgment

- The ICC (Internal Complaint Committee) confirms receipt and reviews the complaint.

## Inquiry Begins

- Both the complainant and accused share their statements and evidence.

## Investigation

- The ICC collects witness statements, documents, and proofs within 90 days.

## Final Report

- The ICC submits its findings and recommendations.

# Process of filing the complaint

## Action Taken

- If the complaint is proven, action such as a warning, suspension, or termination is taken.

## Implementation

- The employer must act on ICC's decision within 60 days.

## Confidentiality & Follow-up

- The complainant's identity is protected, and follow-ups ensure a safe workplace.



*Respect Women!*  
*They are the backbone of our families, societies,  
organizations and the world at large.*



Thank You

