

**Sexual Harassment
is
Violation of
Human Rights**

PHYSICAL

Unnecessary physical contact that is sexual in nature, such as touching, pinching, stroking, leering, and winking.



VERBAL

Commenting on a worker's appearance or attractiveness; making sexual comments; making sexual innuendos; telling sexual jokes; insulting someone based on their sex or sexuality; introducing sexual topics into work discussions; asking for sexual favors in exchange for better treatment.



PSYCHOLOGICAL

Implicit or expressed threats about a worker's future or employment status; implicit or expressed promise of preferential treatment; making a worker work unsociable hours; locking a worker in a room or in the factory.



NONVERBAL / VISUAL

Showing sexually explicit materials; sending anonymous texts or letters; whistling.



FORMS OF WORKPLACE SEXUAL HARASSMENT

Quid Pro Quo (literally 'this for that')

- Implied or explicit promise of preferential/detrimental treatment in employment.
- Implied or express threat about her present or future employment status.

Hostile Work Environment

- Creating a hostile, intimidating or an offensive work environment.
- Humiliating treatment likely to affect her health or safety.



DO'S AND DON'TS FOR COMPLAINTS COMMITTEE

DO'S

1. Create an enabling meeting environment.
2. Use body language that communicates complete attention to the parties.
3. Treat the complainant with respect.
4. Discard pre-determined ideas.
5. Determine the harm.

DON'TS

1. Get aggressive.
2. Insist on a graphic description of the sexual harassment.
3. Interrupt.
4. Discuss the complaint in the presence of the complainant or the respondent.

STATE RESOURCE CENTRE FOR WOMEN

**WOMEN AND CHILD DEVELOPMENT DEPARTMENT
GOVERNMENT OF HARYANA
BAYS 15-20, SECTOR 4, PANCHKULA
PHONE No. 0172-2560349/249**