



एक कदम स्वच्छता की ओर



SEXUAL HARASSMENT IN THE WORK PLACE/TRAINING AREA/HOSTEL/ PUBLIC PLACES

Govt. of India has enforced Sexual Harassment of Women at work place (Prevention, Prohibition and Redressal) Act, 2013 across the country. In order to ensure strict compliance one must know what is sexual harassment. In general, the following acts amounts to "SEXUAL HARASSMENT".

- Unwelcoming touching;
 - Staring or leering;
 - Suggestive comments or jokes;
 - Sexually explicit pictures or posters;
 - Unwanted invitations to go out on dates;
 - Request for sex;
 - Intrusive question about a person's private life or body;
 - Unnecessary familiarity, such as deliberately brushing up against a person;
 - Insults or taunts based on sex;
 - Sexually explicit physical contact; and
 - Sexually explicit emails or SMS text message;
- BESIDES ABOVE BROAD COMPONENTS SEXUAL HARASSMENT INCLUDES THE FOLLOWING:-**
- Actual or attempted rape or sexual assault;
 - Unwanted pressure for sexual favours.
 - Unwanted deliberate touching, leaning over, cornering, or pinching.
 - Unwanted sexual looks or gestures.
 - Unwanted letters, telephone calls, or materials of sexual nature.
 - Unwanted pressure for dates.
 - Unwanted sexual.
 - Unwanted sexual teasing, jokes, remarks, or questions.
 - Referring to an adult as a girl, hunk, doll, bade, or honey.
 - Whistling at someone, Cat calls
 - Sexual comments.
 - Turning work discussions to sexual topics.
- Sexual innuendos or stories.
 - Asking about sexual fantasies, preferences, or history.
 - Personal questions about social or sexual life.
 - Sexual comments about a person's clothing, anatomy, or looks.
 - Kissing sounds, howling and smacking lips.
 - Neck massage.
 - Touching an employee's clothing, hair, or body.
 - Giving personal gifts.
 - Hanging around a person.
 - Hugging, kissing, patting, or stroking.
 - Touching or rubbing oneself sexually around another person.
 - Standing close or brushing up against a person.
 - Looking a person up and down (elevator eyes).
 - Staring at someone.
 - Sexually suggestive signals.
 - Facial expressions, winking, throwing kisses, or licking lips.
 - Making sexual gestures with hands or through body movements.
- EXAMPLES : VERBAL**
- Referring to an adult as a girl, hunk, doll, babe, or honey.
 - Whistling at someone, cat calls
 - Making sexual comments about a person's body
 - Making sexual comments innuendos
 - Turning work discussions to sexual topics
 - Telling sexual jokes or stories
 - Asking about sexual fantasies, preferences, or history
- Asking personal questions about social or sexual life
 - Making kissing sounds, howling, and smacking lips
 - Making sexual comments about a person's clothing anatomy, or looks
 - Repeatedly asking out a person who is not interested
 - Telling lies or spreading rumour about a person's personal sex life
- NON-VERBAL**
- Looking a person up and down (Elevator eyes)
 - Staring at someone
 - Blocking a person's path
 - Following the person
 - Giving personal gifts
 - Displaying sexually suggestive visuals
 - Making sexual gestures with hands or through body movements
 - Making facial expressions such as winking, throwing kisses, or licking lips
- PHYSICAL**
- Giving a massage around the neck or shoulders
 - Touching the person's clothing, hair, or body
 - Hugging, kissing, patting, or stroking
 - Touching or rubbing oneself sexually around another person
 - Standing close or brushing up against another person

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Under the Act, all are required to prevent themselves from the above activities and ensure no indulge in any of the above unlawful activities. Any violation of this Act. at SAI Complex, Bhopal (Training Area/ Hostels/ Work places etc.) should be reported immediately to undersigned.

Manjushree Dayanand -Regional Director (Incharge)

Telephone No: 0755-2970818, 2696930

Email: rdsaihbho-mp@gov.in