

Key Points

- Harassment at workplace can be described as behavior which is unwanted, unwelcome and undermines a person's dignity at work.
- The impact of harassment and bullying on the individuals who are being harassed can be significant and detrimental to their behavior, morale, performance and health.
- Capgemini encourages a culture of openness where employees can raise their genuine concerns in good faith and without fear of retaliation.
- Capgemini has zero tolerance for any kind of Harassment. Harassment in any form will not be tolerated within Capgemini.
- It is immaterial whether the act of harassment was committed intentionally or not. It is the effect that such harassment has on any employee, contractor, client or supplier that makes it unacceptable. However each case is individually evaluated on its merits and facts.

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