

# **FORMS OF SEXUAL HARASSMENT**

## **VERBAL**

e.g. offensive or suggestive remarks, comments, jokes, jesting, kidding, sounds, questioning

## **GESTURAL**

e.g. leering or ogling with suggestive overtones, licking lips or holding or eating food provocatively, hand signal or sign language, flirting

## **VISUAL**

e.g. showing pornographic materials, drawing sex-based sketches or writing sex-based letters, sexual exposure

## **PSYCHOLOGICAL**

e.g. repeated unwanted social invitations, relentless proposals for dates or physical intimacy

## **PHYSICAL**

e.g. inappropriate touching, patting, pinching, stroking, brushing up against the body hugging, kissing, fondling

**#SAYNOTOSEXUALHARASSMENT**

Please report any incident of sexual harassment to Human Resource Department.  
Any report will be treated as private and confidential

# **SEXUAL**

“

ANY UNWANTED  
CONDUCT OF A SEXUAL NATURE HAVING  
THE EFFECT OF VERBAL, NON-VERBAL,  
VISUAL, PSYCHOLOGICAL OR PHYSICAL  
HARASSMENT THAT MIGHT, ON  
REASONABLE GROUNDS, BE PERCEIVED  
BY THE RECIPIENT AS PLACING A  
CONDITION OF A SEXUAL NATURE ON  
HER/HIS EMPLOYMENT OR THAT MIGHT,  
ON REASONABLE GROUNDS, BE  
PERCEIVED BY THE RECIPIENT AS AN  
OFFENCE OR HUMILIATION, OR A THREAT  
TO HER/HIS WELL-BEING, BUT HAS NO  
DIRECT LINK TO HER/HIS EMPLOYMENT

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# **HARASSMENT**



# SAY No To SEXUAL HARASSMENT

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PLEASE REPORT ANY INCIDENT OF SEXUAL HARASSMENT TO HUMAN RESOURCE DEPARTMENT.

ANY REPORT WILL BE TREATED AS PRIVATE AND CONFIDENTIAL.

# SEXUAL HARASSMENT

MAY LEADS TO

DISMISSAL FROM  
EMPLOYMENT

OR

IMPRISONMENT  
UP TO 10 YEARS

Please report any incident of sexual harassment to Human Resource Department. Any report will be treated as private and confidential.

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