

Sexual Harassment includes the following types of behavior:

- Material that is sexual in nature, sexist, sexually explicit and so on and is displayed in the workplace, circulated, or put in someone's workspace or belongings, or on a computer or fax machine or on the Internet or any other public display system or public place in the work premises.
- Verbal abuse or comments that put down people because of their sex.
- Comments about people's (women/men) bodies.
- Tales of sexual exploits.
- Graphic descriptions of pornography.
- Pressure for dates.
- Sexually explicit gestures.
- Unwelcome touching and hugging.
- Sexist and insulting graffiti.
- Sexist jokes and cartoons.
- Obscene phone calls.
- Displaying pornography in the workplace.
- Insisting that workers wear revealing clothes.
- Inappropriate gifts.
- Discussion of one's partner's sexual inadequacies.
- Lewd and threatening letters.
- Brushing sexual parts of the body.
- Pressing or rubbing up against a victim.
- Sexual sneak attacks (such as grabbing private parts on the run).
- Indecent exposure.
- Subtle or overt pressure for sexual favors.
- Soliciting sexual services.
- Demanding sexual services
- Sexual or physical contact, such as slapping or touching
- Intrusive questions about sexual activity
- Repeated sexual invitations when the person invited has refused or ignored similar invitations
- Coerced sexual intercourse (eg. as a condition of employment or academic status)

I acknowledge and understand that under the laws of the country where I am working, discrimination based on pregnancy, child-birth or related medical conditions, race, religious creed, color, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, or any other basis is prohibited and I am entitled to approach appropriate forums under the law for raising a complaint.

Date: 30-06-2025

Place: Pune

Name: Vinayak Anvekar

Signature:

