CASE 1

Ms. A and Mr. Balaji both worked at the Gurgaon office of M/s Coca-Cola India. Their role in the office was to act as a bridge between M/s Coca-Cola India and their many clients. As such, Ms.A and Mr.Balaji had to travel on many occasions to meet with the client companies. For this purpose, one car was provided by M/s Coca-Cola India for both of them to use jointly. On one such trip, while they were commuting from Gurgaon to Delhi, Mr. Balaji constantly rubbed his leg against Ms. A’s. Further, he fell on top of her every time the car turned, no matter how steady the turn was and kept grabbing onto her thigh or arm to steady himself. On each occasion Ms. A tried her best to move away from Mr. Balaji. Ms. A through her conduct communicated to Mr. Balaji to sit properly. On their way back, Ms. A sat in the front seat next to the driver.

CASE 2

Ms. X is working as an employee in the Services Division and Mr. Rahul is a Senior Employee in the Operations Division

Mr. Rahul has always been very friendly to Ms.X, and has always made efforts to explain the nature of work, the functioning of the office, introduced her to colleagues in other departments.

Ms. X began spending time with Mr. Rahul and their colleagues after office hours.

Since Ms. X’s house was near Mr. Rahul’s house, he would always drop her back to her house after dinner.

One evening, when Mr. Rahul dropped Ms. X at her house, he asked her if he could come inside to her house. Not wanting to be rude, Ms. X invited him in. Once inside Ms.X’s house, Mr.Rahul was chatting as usual but at one point Mr.Rahul rested his hand on Ms.X’s back for a few minutes. Ms.X immediately got up from the chair and moved away. As Ms. X began to feel uncomfortable she told Mr.Rahul that she was very tired and wanted to sleep. Mr.Rahul. left Ms.X’s house.

The following week each day Mr. Rahul asked Ms. X to meet him after office hours. This offer was only made when he was alone with Ms.X. Ms.X refused on each occasion as she did not want him to get the impression that she was interested in a romantic/sexual relationship with him.

Mr. Rahul however continued to ask Ms.X to meet him for coffee, for dinner and for movies, he also sent Ms. X several SMS’s, whatsapp’s and emails through the day, stating that he loved her, he couldn’t live without her and begging her to meet him. All these SMS’s and emails were sent by him from his personal phone and personal email ID. Ms. X either ignored the SMS’s or responded saying that she was very fond of Mr. Rahul only as a friend.

Ms. X told her colleague Sita all about Mr. Rahul’s conduct.

About a month later Mr.Rahul began scolding and shouting at Ms.X in the office almost everyday due to one reason or the other. He would constantly put her down and call her incompetent in front of other colleagues. At one meeting, he publicly threatened to dismiss her.

On the same day Ms. X approached Mr. Rahul when he was alone in his office and asked him why he kept reprimanding her without any reason, Mr. Rahul responded saying that he had given her several chances to keep her job. Mr. Rahul told Ms.X to have dinner with him that night if she wanted to talk about it. Worried about her career and having no other option but to submit to her superior’s demand, Ms. X accompanied him to dinner. In the restaurant Mr. Rahul told her that they were going to have a large structural reorganization soon and that “if she played her cards right” she could keep her job and even be promoted to the post of an Assistant Manager, Services Division. Mr. Rahul then tried to kiss Ms. X. Ms. X jerked away from him and ran out of the restaurant.

Unable to take any further humiliation, Ms. X applied for sick leave for 1 week. When she returned to office after a week she found that she had been served a notice terminating her employment on the grounds that she had not completed her assignments on time.

CASE 3

Ms. X has been working at M/s Coca-Cola India since January 2015.

After 2 months of Ms. X joining the office Ms. X begins to feel uncomfortable because some of the male employees (Mr.A, B, C, D, E, F) constantly talk about how women are foolish, and incompetent; that they spend all their time talking about clothes and make-up and hence are bad at their work; that women should sit at home so that a man who is more deserving can be employed in her place.

This behaviour continues for about 4 months.

Ms. X talked to her female colleagues about her discomfort. However she was dismissive about Ms.X’s discomfort and asked her to chill and not be so serious all the time. The woman colleague also said that the jokes, comments etc were in any case not addressed to Ms. X.

In June Ms. X decides she wants to file a complaint with the ICC.

CASE 4

Ms. P is employed as a helper in the pantry in the M/s Coca-Cola office in Gugaon. Mr. K works as a delivery boy in a fruit shop in Gurgaon. He delivers fruits to the M/s Coca-Cola office pantry at 8:00 A.M each day, Ms. P receives the fruits, checks their weight and puts a tick mark on Mr. K’s receipt book. Ms. P chats with Mr. K and sometimes offers him tea before he leaves. After a while Mr. K began asking Ms. P questions about her personal life, he asked her about her husband, why she doesn’t have any children, Mr. K said would often say that if she was not already married he would have asked her to marry him. This kind of talk made Ms. P extremely uncomfortable and she began responding to his chatter in a curt manner, when Mr. K continued to make such conversation Ms. P stopped offering him tea, she stopped talking to him about anything apart from work, she would simply receive the fruits and tell Mr. K that she had to to complete her other work and leave the pantry. After 1 month of ignoring Mr. K’s comments and attempts at conversation, one day Ms. P had to go to the market to buy the monthly provisions for Coca-Cola. As usual she travelled to the market in the Coca-Cola vehicle. On the way, while she was chatting with the driver Mr. T, he told her that since she was a married woman, what she was doing with Mr. K was not right. On asking Mr. T what exactly he was talking about, Ms. P to her shock learnt that Mr. K had been telling all the drivers and security staff at Coca-Cola, Gurgaon that he had slept with Ms. P several times. Ms. P is extremely distressed that such rumours are being spread about her. She is also worried that one of the security staff who is her husband’s cousin may tell her husband about these rumours. Ms. P is also fearful of her safety as she does not want the other male employees in the office to think they can make sexual advances at her.

Not knowing what to do Ms. P approaches Ms. D who works in the accounts department and requests her to assist her in submitting a complaint.

CASE 5

Ms. S was working as the sales manager in M/s Coca Cola, Gurgaon office. She was very fond of her job and liked working with her colleagues. She often had to work late nights in the office with Mr. Y, also a sales manager and they would sometimes share a ride back home. She shared a friendly but professional relation with him.

One day she received an email from Mr. Y, which had a link, which when she clicked on it directed her to a porn video. She was taken aback but brushed it aside thinking it happened due to a virus. Two days later she got an indecent picture from Mr. Y on her whatsapp. She texted him asking “was that sent to me by mistake.” He replied saying “No ;).” She was embarrassed and did not know how to approach the matter. Besides since he was being professional in their personal interactions and so she let it slide. One night while working in the office she heard him talking to Mr. Z as to how he wants to have sex with her. Immediately thereafter he normally approached her and asked her if she wanted to share a ride back home.

She was both shocked and confused and did not know what recourse she could take. Meanwhile she had to work late night in the office with him and it made her extremely uneasy. She could not concentrate on her work.

CASE 6

Mrs. T had been working in the HR department of the M/s Coco-cola office for 3 years. She was learning a lot and it was great exposure for her. A while after she joined she had a new boss Mr. S.

Mr. S was a rude crass individual who would shout unprofessionally at his employees at the slightest things. Everyone had faced his wrath at some point but he seemed to have a special vengeance for Mrs. T. He often picked on her in public in front of all her juniors. He handed over her duties to newcomers and make her report to them. He would often say things like “This Mrs. T has no brains at all, I wonder how she ever got this job” in front of the entire office.

She began to notice that he was always staring at her from his office and he even made her change her desk so he could keep an eye on her. On top of that whenever he called her to his office, he would look at her breasts and never make eye contact. It made her extremely uncomfortable. She spoke to other women but none of them faced a similar issue. During one office event when she wore a Saree, he looked at her up and down and said, “if only your brains were half as good as your body.” Ms. A who was her junior was also nearby and heard it.

That was the limit. She has decided she wants to speak up against him now.