

# UNDERSTANDING WORKPLACE HARRASSMENT & SEXUAL HARASSMENT

## Workplace Harassment is ...

- ☐ ...the <sup>Dismiss as unimportant</sup> belittling or threatening behavior directed at an individual worker or a group of workers
- ☐ ...**unwanted behavior** <sup>cause to feel upset, annoyed</sup> that offends, discriminates, humiliates a person and targets them on the basis of a characteristic such as complexion, religion, age, gender, origin, race or ethnicity.

make (someone) feel ashamed and foolish by injuring their dignity and pride.

### EXAMPLE

- Isolating an individual socially and professionally in the office.
- Threatening a person or dominating him/her unfairly.



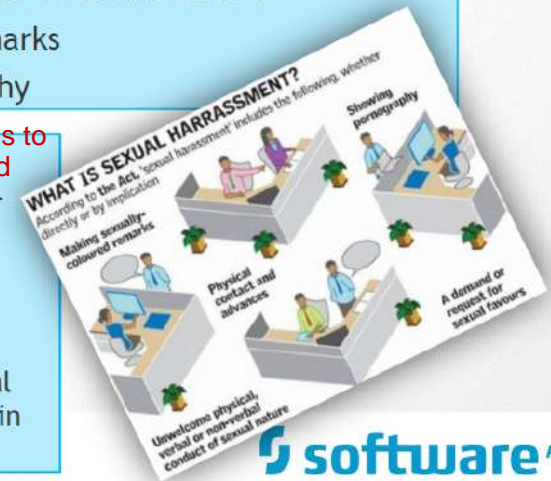
## Sexual Harassment is ...

Sexual Harassment includes unwelcome sexually determined acts or behavior such as

- ☐ Physical contact & advances
- ☐ Any other unwelcoming physical, verbal or non-verbal conduct which is sexual in nature
- ☐ Demands and requests for sexual favors
- ☐ Sexually colored remarks
- ☐ Display of pornography

### EXAMPLE

- ☐ A manifestation of sex-based discrimination <sup>clear or obvious to the eye or mind</sup>
- ☐ Unwelcome sexual advances, requests for sexual favors and any other verbal or physical conduct that is sexual in nature



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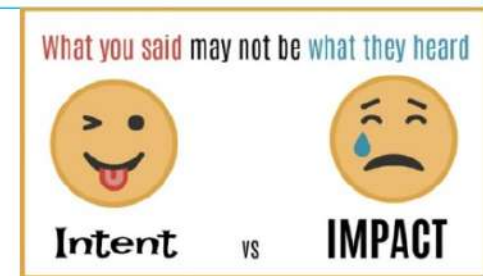
# UNDERSTANDING SEXUAL HARASSMENT

## INTENT VS. IMPACT

**Intent vs. Impact:**  
your intentions do not determine or excuse your impact

- ❑ “Intent” Vs “Impact” is one of the most crucial standards in assessing sexual harassment
- ❑ “Impact” on the victim is given weightage as opposed to the “Intent” of the perpetrator
- ❑ Emphasis is on the purpose or effect of the offense on another’s dignity

a person who carries out a harmful, illegal, or immoral act



“Impact not Intent is what counts

An act of sexual harassment cannot be excused purely because someone said

“Well, I did not mean it, Sorry!”

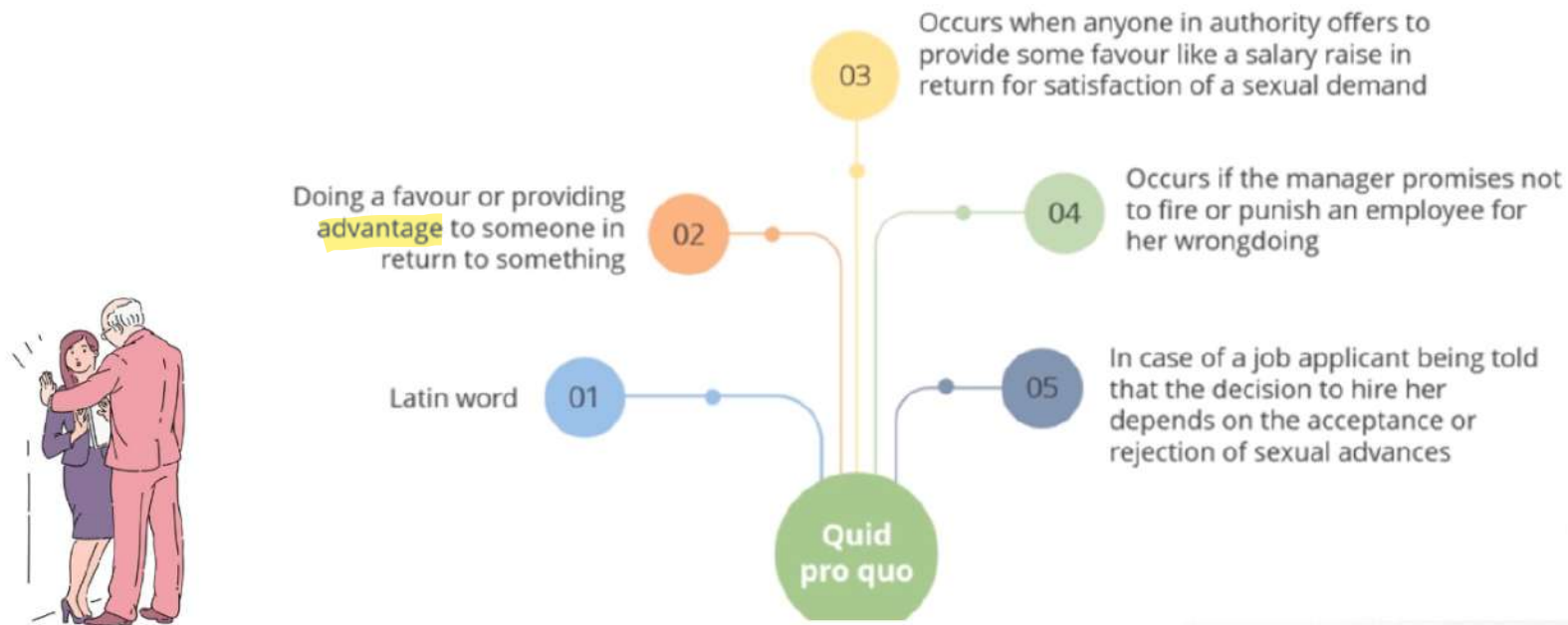


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# TYPES OF SEXUAL HARASSMENT

## (A) Quid Pro Quo

### Understanding Quid Pro Quo Sexual Harassment



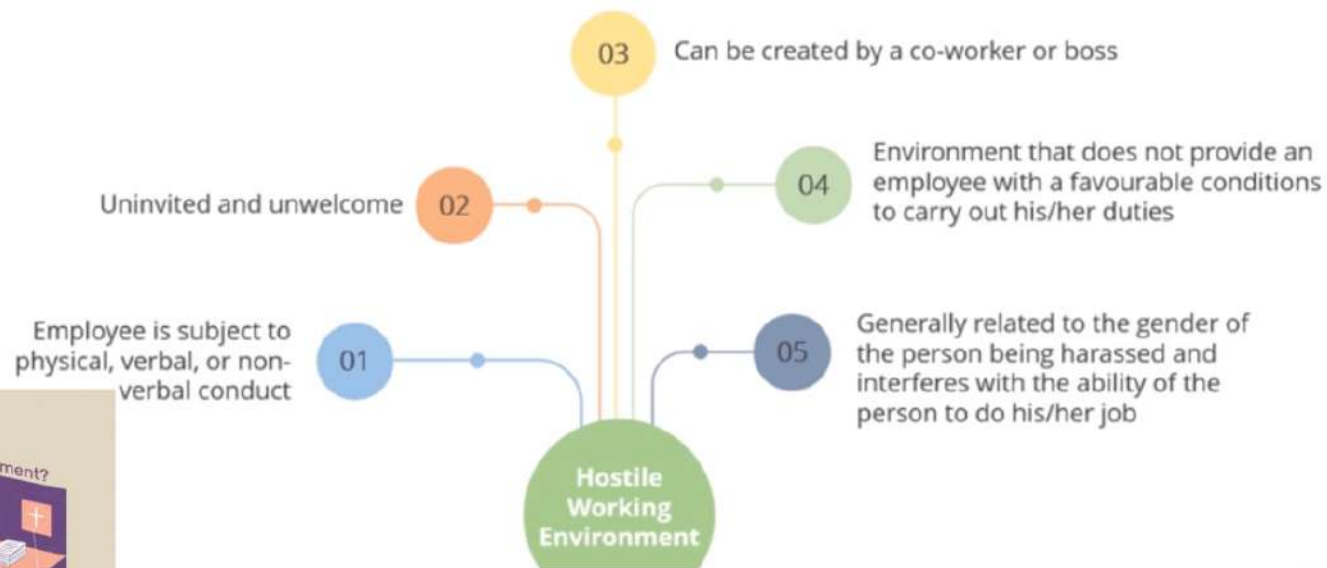


# TYPES OF SEXUAL HARASSMENT

## (B) Hostile Environment



### Understanding Hostile Working Environment Sexual Harassment



# UNDERSTANDING SEXUAL HARASSMENT

## FORMS OF SEXUAL HARASSMENT

### (A) Verbal Sexual Harassment

Whistling or making suggestive sounds at passerby which indicates your perception of their physical appearance,



Telling jokes with sexual connotations. Excessive and unwelcomed flirting and requesting for repeated dates



Sexually degrading language, profanity. Unwelcome compliments of a sexual nature



Use of internet, email to send messages with sexual connotations



### (B) Non Verbal Sexual Harassment (includes physical, psychological & Visual)

Hanging around a person



Leaving sexually oriented cartoons, pictures, letters, magazines in the office environment



Touching or rubbing oneself inappropriately around another person



looking or gazing in an unpleasant way.

↳ Leering, ogling someone's body  
↳ stare at



Gestures made with intentional sexual overtones, such as: blowing kisses, licking lips, winking, and body movement



# WHAT TO DO IF IT HAPPENS TO YOU...

## HOW TO RESPOND TO SEXUAL HARASSMENT INCIDENT

Act Immediately and Report the unwanted Behavior and Document the incident

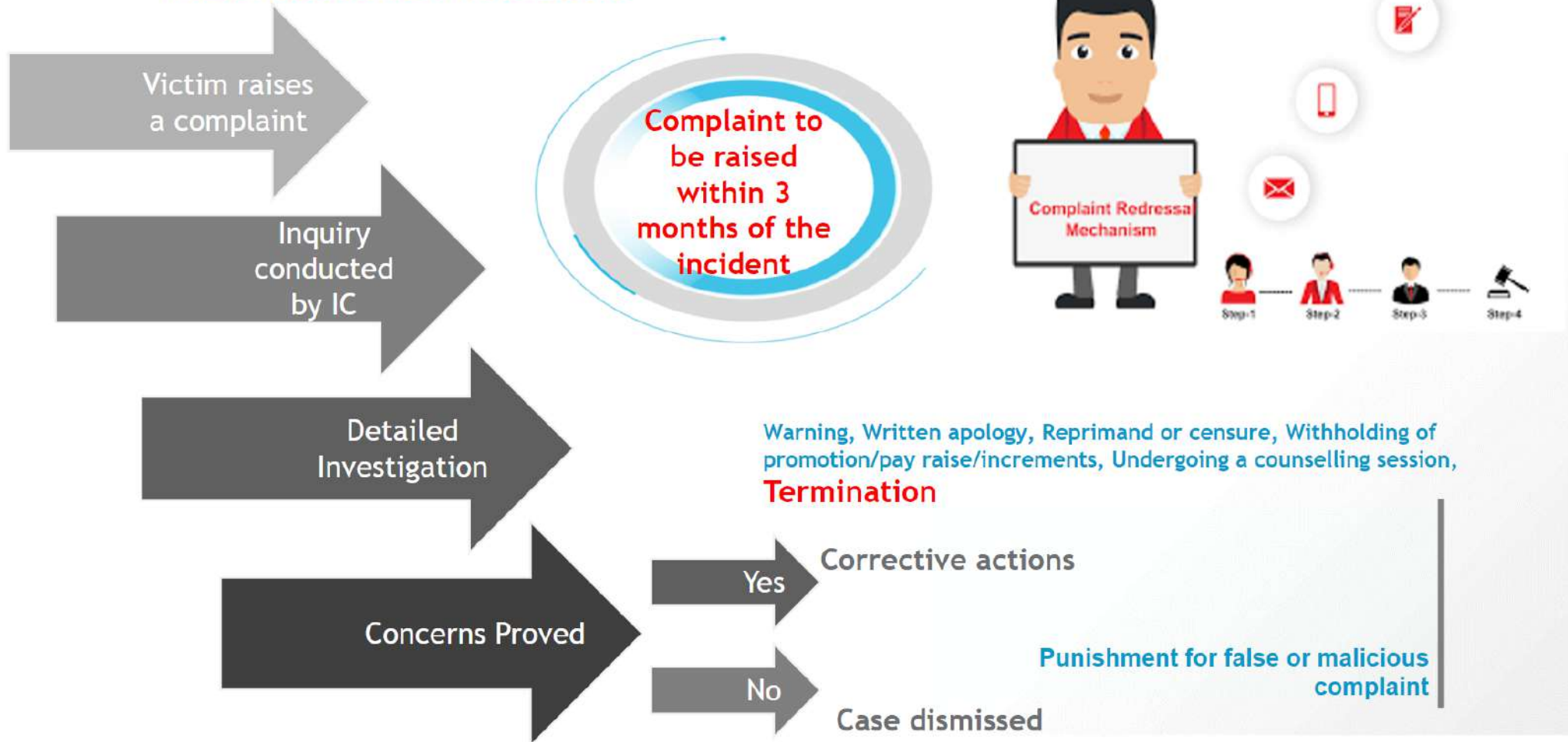
- Date, time, place, frequency of the incident
- Specify unwelcome behavior
- Your response
- Names of witnesses
- Copies of documentation (e.g notes, e-mails, pictures, texts, etc.)
- Remedy you need from the IC. — International complaints





remedy or compensation for a wrong or grievance.

## REDRESSAL PROCESS



# STATUTORY PROVISIONS AND DEALINGS WITH SEXUAL HARASSMENT

## **POSH — Complaints Committee**

It is essential for an employer to create a complaints committee.



### Internal Committee (IC)

A Presiding Officer

Not less than two members from amongst employees

At least one member from amongst non-governmental organizations or associations

At least half of the members are women





## POINTS TO REMEMBER

- It's about the **'Impact' vs "Intent"**
- **Your response**
- **Speak out**
- Reach out to the **IC committee /HR /Manager** for help
- For information on IC committee please watch out for the **policy on intranet/Notice board or reach out to the HR Business partners.**



# ANTI SEXUAL HARASSMENT POLICY - SOFTWARE AG, INDIA

## OBJECTIVE

Software AG supports a working environment for individuals in which treating each other with dignity and respect at work is paramount and which is free from discrimination or harassment based on race, color, religion, gender, gender identity or expression, sexual orientation, national origin, disability, age, or other factors that are unrelated to Software AG's legitimate business interests.





Company's policy uploaded on Intranet !!

For any clarifications please reach out to your  
HR Business partner or write to  
[Smita.Hoskot@sogtwareag.com](mailto:Smita.Hoskot@sogtwareag.com)

