

GRAM VIKAS



TRAINING ON GENDER AND WORKPLACE

22nd OCTOBER 2014

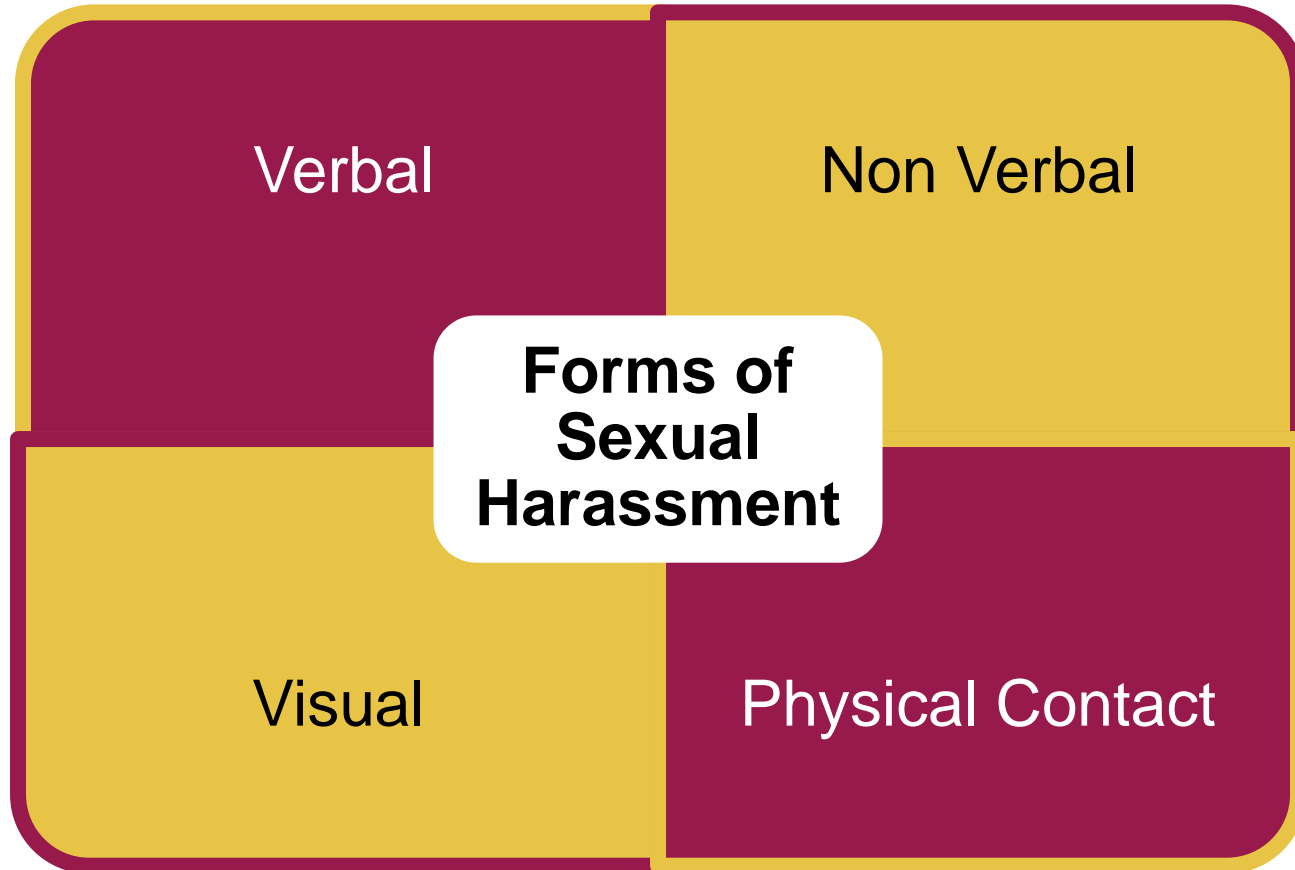
**Presentation by
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PRIA**

Defining the workplace (Act)

- Any government/private department, office and its branches;
- Hospitals or nursing homes;
- Any sports institute, stadium,
- Any transportation, dwelling place or a house provided by the employer
- Any place visited by the employee for work
- Determined by the relationship of employment

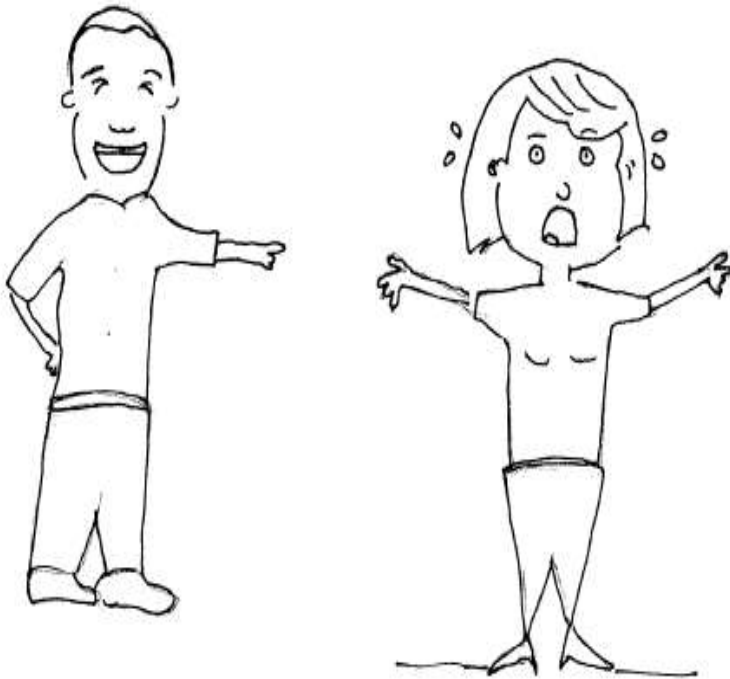
- The Act also covers those spaces where individuals may not be employed, but where they spend a greater part of their day; such as, students in all kinds of educational institutions such as universities, colleges and schools.
- It may then conclude by saying that a workplace today is not limited to any one geographical area. It is defined in the context of workplace relationships and the time and place while fulfilling workplace duties.
- Therefore, a workplace is any place where working relationships between employers and employee(s) exist. Thus, the prevention of sexual harassment goes beyond the physical premises of the offices.

Forms of Sexual Harassment

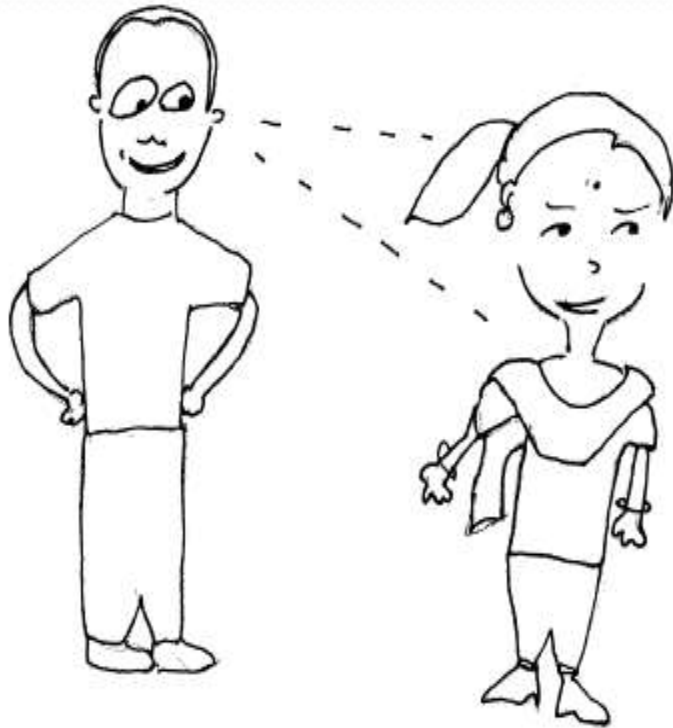


1. Verbal Form

- **Derogatory comments of a sexual nature or based on gender**
- **Sexually implicit jokes or teasing**
- **Comments about clothing, personal behaviour, or a person's body**
- **Requesting sexual favours**
- **Pressure for dates**



2. Non Verbal Form



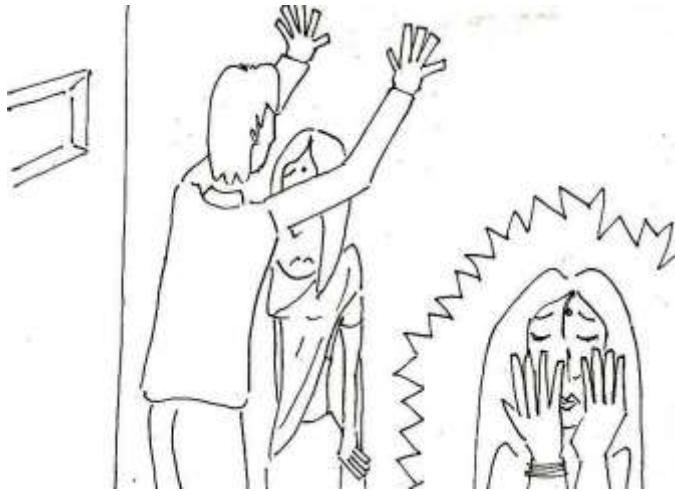
- **Staring**
- **Sizing up a person's body (looking up and down)**
- **Derogatory gestures of a sexual nature**
- **Sexually suggestive looks**
- **Facial expressions of a sexual nature; winking, licking lips**

3. Visual Form



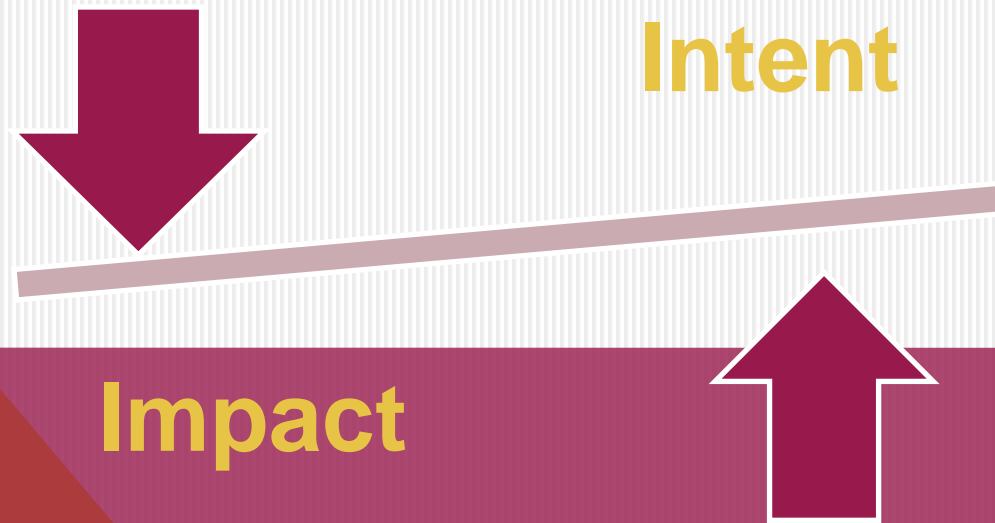
- **Presence of sexual visual material, such as posters, cartoons, drawings, calendars, pinups, pictures, computer programs**
- **Written material that is sexual in nature, such as notes or e-mail containing sexual comments**
- **Objects of a sexual nature**

4. Physical form



- **Unwelcome touching:**
hugging; kissing; patting, stroking, grabbing; pinching; forced fondling or blocking someone's path with the purpose of making a sexual contact
- **Standing too close to or brushing up against another person, leaning over, invading a person's space**
- **Stalking**
- **Rape or attempted rape**

“Intent vs. Impact’ is the most significant factor in assessing whether sexual harassment occurred or not. This means that irrespective of the intention of the respondent in committing the act, it is the impact on the aggrieved that is given consideration by the committee. Therefore, it is not sufficient reason to deny an act of sexual harassment merely because the respondent claimed that he did not mean it in the way the aggrieved has perceived it.”



Taking a decision...