



### What is 'Sexual Harassment' under the PoSH Act?

Section 2(n) of the Act defines sexual harassment to include the following unwelcome acts:

- ❖ Physical contact and sexual advances.
- ❖ A demand or request for sexual favours.
- ❖ Making sexually coloured remarks.
- ❖ Showing pornography.
- ❖ Any other unwelcome physical, verbal, or non-verbal conduct of sexual nature.

These acts may be considered unwelcome if the woman expresses her discomfort upon the commission of these acts or does not consent to them. Additionally, the following circumstances may amount to sexual harassment if they are connected with any of the acts or behaviour mentioned above.

- ❖ Implied or explicit promise of preferential treatment in employment.
- ❖ Implied or explicit threat of detrimental treatment in employment.
- ❖ Implied or explicit threat about present or future employment status.
- ❖ Interference with work or creating an intimidating or offensive or hostile work environment.
- ❖ Humiliating treatment likely to affect health or safety.

To report incidents or concerns, please write to the Presiding Officer of Internal Committee constituted under the Subsection (1) of Section 4, Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal) Act, 2013.

### Whom to contact?

#	Name	Role	Email ID
1	Shalini Gireesha	Presiding Officer	<a href="mailto:k.v.shalini@essae.in">k.v.shalini@essae.in</a> / <a href="mailto:internalcommittee@essae.in">internalcommittee@essae.in</a>

**Sexual Harassment is a misconduct at Essae Gears and Transmissions Private Limited, that may lead to termination of Employment and Legal Action.**