

# Safety Tip

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## How to handle sexual harassment at work



Research suggests that sexual harassment has a negative impact on the mental health and economic progression of the person facing.

### When a colleague turns harasser

If it makes you uncomfortable, you have the right to address it. Remember, the aim of confronting the person is because you want them to stop the behavior that is making you awkward.

An example for your reference: If someone keeps liking/commenting on your FB posts and you would like to tell him that you are uncomfortable.

There are two ways to confront the situation:

1. *“Why do you keep commenting on all my posts? Don’t you have better things to do?”*  
This statement is more focused on the character of the harasser and is likely to make them defensive.
2. *“I am a very private person and I value a separate professional and personal life. It makes me uncomfortable having colleagues on my Facebook page. I do hope you understand.”*  
This statement directs the conversation from blame to a genuine focus on how the behavior affects you.

### When the perpetrator is a senior/client /vendor

- Acknowledge that confronting sexual harassment in the workplace is not easy, the law mandates that every company with more than 10 employees have an internal committee (IC) to deal with incidents of sexual harassment.
- The members of the IC are trained to inform you about your choices to make your work environment safe. If you are uncomfortable making a complaint, you can just speak to one of the member (you can even directly call the external member of the committee). Think of them as confidants with the expertise to deal with such situation.

**The act of speaking to someone itself takes immense courage. Remember that asking for assistance does not imply that you cannot take care of yourself. It merely means that you have chosen a different strategy to get the sexual harassment to stop.**

### Safety Tips

An initiative to share a safety and security tip to encourage caution amongst society...it's **worth following and sharing with near and dear ones!** We encourage everyone to be a part of this initiative through their inputs and thoughts.