

Ethics Communication - July - 2023

Que :- What is Sexual Harassment?

Ans :- Sexual Harassment includes any one or more “unwelcome” acts or behaviour (whether directly or by implication) towards any Women Employee namely:

- Physical Contact or Advances; or
- Demand or Request for Sexual Favors; or
- Making Sexually Colored Remarks ; or
- Showing Pornography; or
- Any other unwelcome physical, verbal, or non-verbal, conduct of a sexual nature.

The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behavior of sexual harassment as defined above may amount to sexual harassment:

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

Que :- Do you face any Sexual Harassment at workplace or other places ?

If yes, You should report such harassment to the Internal Complaints Committee (ICC), which is constituted by Management for redress of any aggrieved woman employee for her Sexual Harassment. A Complaint can be filed in writing or by email on complaint@gfl.co.in or ethicsline@gfl.co.in.

In case you are any Stakeholder by email to ethicsline@gfl.co.in



**NO MORE
SILENCE**