

**HILL SOCIAL WELFARE SOCIETY**  
**KALIMPONG**

**SEXUAL HARASSMENT POLICY**

**Sexual harassment can take many forms: it may be words, signs, offensive jokes, cartoons, pictures, posters, e-mail jokes or statements, pranks, dirty SMS, intimidation, physical contact at untouchable areas, or any form of violence. It includes unwelcome sexual advances, requests for sexual favors, or other unwelcome verbal or physical contact of a sexual nature forcing any person to watch or take part in pornography or coercing to have sex will not be tolerated by HSWS.**

**The sexual harassment against/by Board members to any members or field staffs to any other children/ staffs or any other member to member or in general public shall be punishable prior to his/ her sexually exploiting behaviour/ attitude. He/ She shall be taken legal action against such cases.**