



Policy Name
Anti-Harassment Policy

Purpose

Sohi Logistics is committed to provide a safe and respectful environment for all, free from all forms of harassment and discrimination. This policy sets zero tolerance for any sexual, physical, or discriminatory harassment based on age, sexual orientation, ethnicity, racial, religion or disability.

Policy applies to?

This policy applies to all employees, contractors, suppliers, customers, and anyone else whom employees meet at work.

How to recognize any type of harassment?

Type	Description	Examples
Sexual harassment	Unwelcomed sexual or sexist conduct (physical, visual, verbal or written) which has the effect and/or purpose of affecting an individual's dignity and creating an intimidating, hostile or uncomfortable working environment.	Verbal - Vexatious comment or jokes against a person because of sexual orientation, self-identified or perceived sex, gender identity or expression. Physical - unsolicited or unwelcomed actions including touching or assault.
Physical harassment/ Violence	Unwelcome and inappropriate physical conduct, or actions which has the effect and/or purpose of creating an unsafe and intimidating work environment.	Physical attack, humiliation and/or physical threat or assault in situations relating to work.
Discriminatory harassment	Unjustly or unfairly denying equal treatment to an individual or a group based on a personal characteristic.	ethnicity: racial insults/jokes, hate symbols associated with a particular race/ethnicity. religion: degrading comments or insulting jokes on religions, stereotypical religious comments. gender: display of material (videos, pictures) degrading to any gender.



How do we prevent misconduct??

As a company, we create a safe and supportive environment for all employees and empower those who experience any discrimination and unacceptable behaviours can speak up to the Director of the company Mr. Ranvir Sohi or complaint in writing at **ranvirsohi77@gmail.com**, if they observe or learn of behavior that may violate this Policy, even if they are not certain if a violation has occurred.

Company response to policy violations?

Failure by an employee to comply with this policy will result in disciplinary measures (written or verbal warning, behavioral development) including contract termination.

Prepared and owned by:

Ranvir Sohi
Owner/ Director
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O/A: Sohi Logistics