



A Workplace for all

In a Tier-2 city in Tamil Nadu, a woman wanted to take the day off for the Hindu festival of Varalakshmi Viratham. Her reporting manager, however, scheduled a client meeting for the same day. (which was done purposefully by him).

(Lakshmi is the goddess of wealth and prosperity. It is believed that women who observe this fast are blessed with all eight forces of Ashta Lakshmi.)

Indifferent to this mandate by her reporting manager, the female employee decided to teach a lesson to employer through the client.

She entered the meeting directly after completing a religious ritual in a silk sari and flowers. All the attendees, including the client, were surprised at her attire, though it is considered formal wear for this type of occasion. The client was slightly embarrassed to learn that she had been disturbed on a religious holiday. He apologized and wanted to cancel the meeting so that the employee could continue the ritual. But the women employee said O.K. with the meeting, as she had come to the work after the rituals.

Knowing this through the Client, Employer was so upset and intervened with a change in policy to accommodate religious faith of their employees.

Ensure A Respectful & Safe Workplace. In such case,
Zero Tolerance means anything

Less than Zero

HR Vidyalaya - The POSH Specialist

