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Discussion Board

Sexual harassment refers to unwelcome sexual actions that may be expected to make a person feel hurt, humiliated or shamefaced. It can be bodily, vocal or written. Sexual harassment in employments does take place often at work or work-related events between colleagues. The incidents of sexual harassment require an immediate and appropriate response from the management. Mr. Thomas's actions constituted sexual harassment because of his verbal enjoyment of the secretary made her feel humiliated and uncomfortable with the discussion (Porter, 2018). In addition to this, even with the secretary raising concern about the unwillingness to participate, Mr. Thomas went ahead to copy content from the dictionary and handed over to her.

The termination of Mr. Thomas was justified because he was not sorry for his actions. When the secretary was not comfortable with the discussion, he should have withdrawn his statements at that moment. Mr. Thomas's submissions violated the rights of the secretary; she felt offended and shamefaced that amounted to sexual harassment (Porter, 2018). The jury ruling in favor of Mr. Thomas may have considered several factors. Enough evidence of sexual harassment not being presented before the jury may have influenced the decision of the court. Secondly, the amount of damage caused by Mr. Thomas may have influenced the jury determination, he did not cause any bodily harm and no physical loss was incurred. The jury decision may have considered the previous work record of Mr. Thomas, being an employee for over ten years and no substantive allegations made against him with legit evidence.

I have not encountered sexual harassment at work, but such issues never lack in any large organization with mixed gender and races. I have had a colleague who has experienced the same from a gentleman who was trying to convince the lady into a relationship, but the girl was not

into it. The guy being too touchy and trying to force romance was not welcoming to the lady, and this amounted to sexual harassment.

Reference

¹ Porter, N. B. (2018). Ending harassment by starting with retaliation. *Stan. L. Rev. Online*, 71, 110.

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