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Sexual Harassment in Workplace

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Introduction

- ▶ Sexual harassment is more prevalent in the workplace
- ▶ Human resource managers need to ensure employees are safe
- ▶ The presentation examines sexual aggravation in the workplace
- ▶ Effects of sexual harassment on the organization
- ▶ Present strategies for human resource managers and victims when harassment occurs

Role of Employees in the Organization

- ▶ Completing the duties assigned in the work description
- ▶ Responsible for protecting the company assets from waste, misuse and illegal use

(Delić et al., 2017)

- ▶ Attaining performance standards where appropriate
- ▶ Barring from the utilization of their position to obtain undeserved privileges
- ▶ Attending training to get insights and realization of internal control standards

Sexual Harassment

- ▶ Is an undesirable sexual advance and request for sexual favors that make a person feel insulted and chastened (Siuta & Bergman, 2019)
- ▶ The sexual discrimination act 1984 explains the condition that sexual nuisance is illegal (Siuta & Bergman, 2019)
- ▶ This behavior usually occurs frequently
- ▶ All genders can be victims of sexual harassment
- ▶ The offender can be a manager, customer, coworker or even supervisor

Behaviors Indicating Sexual Harassment

- ▶ Demands for sex
- ▶ Sexually unambiguous images
- ▶ Pressure for dates (Cortina & Areguin, 2020)
- ▶ Deliberate touching
- ▶ Suggestive comments
- ▶ Source: Wharton University (2017)



Forms of Sexual Harassment in the Workplace

- ▶ Quid quo pro harassment (Siuta & Bergman, 2019)
- ▶ Antagonistic working ecosystem
- ▶ Source: Guthrie (2018)



Effects of Sexual Harassment in the Organization

- ▶ Absenteeism
- ▶ Reduced productivity (Hersch, 2018)
- ▶ Poor teamwork
- ▶ Turnover
- ▶ Recruiting challenges
- ▶ Source: Cooper (2017)



Prevention Strategies

- ▶ Educating employees (Siuta & Bergman, 2019)
- ▶ Recognize the reason for sexual harassment occurring
- ▶ Assess the present working environment
- ▶ Selecting the right resource individual
- ▶ Useful anti-sexual nuisance policy

Components of a Useful Anti-sexual Policy

- ▶ Provides vibrant definitions
- ▶ Guides workers to a neutral party
- ▶ Provides a declaration that sexual aggravation is not tolerated
- ▶ Offers a useful resolution process (Can)
- ▶ Delivers consequences

Manager's Strategies of Responding to the Situation

- ▶ The firm is responsible for the case presented to the court if the manager knew of sexual harassment (Hamilton et al., 2019)
- ▶ Equal employment opportunity commission (EEOC) directs the company to take action in stopping sexual behaviors (Hamilton et al., 2019)
- ▶ The managers need to take investigations immediately after receiving the case
- ▶ Inspire the victim to provoke the offender
- ▶ Safeguards the privacy of the victim and offender

Victim Strategies

- ▶ Workers need to understand first they are experiencing sexual harassment
- ▶ Talk with the offender first
- ▶ If no change, report to the human resource manager
- ▶ Do not wait too long before complaining about the incident (Hamilton et al., 2019)
- ▶ Preserve evidence and occurrences of the case

Conclusion

- ▶ Human resource managers are responsible for recruiting, hiring and acting as a link between management and employees
- ▶ Employees are essential in helping achieve organisational goals
- ▶ Sexual harassment is significant and can cause a turnover, reduced productivity and absenteeism
- ▶ The company should develop appropriate strategies such as education to help protect employees
- ▶ Human resource managers should develop effective policies to stop sexual harassment in the organization

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