



SEXUAL HARASSMENT AT WORK PLACE

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ABSTRACT :

Sexual Harassment remains a big issue in the society and we all are aware of this word. Sexual harassment includes bad touches, sexual comments, sexual gestures, sexual assault, making sexual jokes, sexual favors, asking about the sexual life of their person offensive cartoon and pictures etc. But there are some conditions which are not considered as a sexual harassment like, which arise in relationship by mutual consent. A hug between the friends, compliments on physical appearance between the partners and mutual flirtation are not considered as a sexual harassment. Sexual harassment can happen to any person whether it is a man or women. It seen almost at the workplace and even students studying in schools and colleges become victims of it. Sexual harassment makes a person mentally weak and undermines the confidence. Sexual harassment is considered emotionally abusive. It has long been recognized globally as a terrible form of violence.

KEYWORDS : Sexual harassment, Workplace, violence, victims, mental pressure

INTRODUCTION :

Sexual harassment is a normal problem which effect the all women in the society and the law is sleeping due to which it failed to protect women employees against the same¹. sexual abuse at workplace occurs worldwide, especially with women.² Sexual harassment at workplace causes stress, depression, anxiety, poor mental health and psychological distress in the person.³ Sexual harassment at workplace affects the lives of many employees. Sexual harassment is already existing in the society. After the industrialization, when factories started being set up, women also worked in those factories and due to which they had to face those pains as well. The victims of sexual harassment are not only women but also men. But this phenomenon occurs mostly with women as compared to men.

CONTENT :

Sexual harassment is a wide term that includes many types of unwanted touch, oral or physical harassment. Sexual harassment at workplace has become very common these days. First of all we will see how sexual harassment is done and what activities are involved in it. Activities of sexual harassment at workplace are done in such a way that the person repeatedly calls the victim to their cabin, keeps them till late at night on the pretext of working overtime. Demanding sexual relation from them by luring them with money and promotion, making dirty comments on their clothes and body and repeatedly asking about their sexual life etc. refers to all sexual harassment. Some women keep on tolerating being done to them and due to which sometimes they have to suffer heavy losses and they are seen with bad eye in the society. Even their home life is also affected due to which she sometimes adopts paths like suicide. Sexual harassment is considered emotionally abusive. It has long been recognized globally as a horrific form of violence.⁴ There are some examples where sexual harassment is done – school, offices, factories, industries, home, colleges, company and workshops etc.

The form of sexual harassment is something like this

1. Doing any physical activity to trigger a sexual attack.
2. Repeated requests for physical relations.
3. Verbal harassment- this includes making sexual jokes for sexual activity.
4. This will include bad touch also.
5. Forcing someone to have sex with another person.

¹ By anshularbaz

² Krieger et al., 2006

³ Gnnarasdottir et al., 2006; nabe-nielsen et al., 2016.

⁴ G.S. venumadhava, M. tejash wini, sexual harassment of women at workplace intentional journal of advanced research vol 3 issue 5, pp. 11-36-1139, 2015.

6. This is also done by electronic mails like sending vulgar, massage, videos, photos etc.⁵
7. Talking about the sexual relations and sexual stories.

The effects of sexual harassment on a person are as follows.

Mental pressure is put on the person due to the sexual harassment and diseases like depression, insomnia, low morale, overthinking, mentally- pain, stress, pressure etc. and this includes physical disease as well.

some ways to avoid sexual harassment-

- ✓ **Settle the matter by negotiation-** the victim should try to solve the problem by talking to the respondent.
- ✓ **Report to authorities of the workplace-** the aggrieved person should complaint to the authority of their workplace so that they can take some action against the person who commit the sexual harassment.
- ✓ **Discuss the problem with family, friends, relatives or any other near dear-** the victim of sexual harassment should inform their family or a special relative about the activities happening to them so that they can help you when the time comes.
- ✓ **Collects the evidence-** if the person tries to sexually harm you by electronic mails like sending dirty messages, jokes, photos, videos, recordings, etc. then you can use all the these as evidence and get the guilty punished.
- ✓ **Take help of police-** if even after repeated refusal, the person, who commit the sexual assault or sexual harassment, is not changing and continues his activities, then you can also take the help of the police.

There are some suggestions which overcome the sexual harassment-

- ✓ Employees should understand that it is their legal duty to provide safe environment to women employees.
- ✓ The authority should make some security arrangements at their workplace for the safety of women so that she can do employment freely without any fear of any kind of harassment.
- ✓ Women should not be afraid or ashamed to talk about any harassment, but if there is any problem then they should be given notice to the complaint committee directly.
- ✓ All organization should organize a sexual harassment awareness program for both men and women so that an environment of safety at the workplace can be created and mutual understanding can be created in them.
- ✓ It is the responsibilities of the complaint committee to handle all the complaints and take actions against sexual harassment as soon as possible.
- ✓ There should be a provision of a direct complaint system by which we can directly contact with women employee and she convey their problem, which they feel at their workplace while working.⁶

Conclusion :

In today's world, sexual harassment at workplace has increased a lot. This problem persists more with women than men due to which they some times have to suffer heavy losses. She is unable to tell anyone about these activities happening with her and feels suffocated inside and because of this, they get problems like insomnia, stress, pressure, lack of confidence etc. the main reason for the sexual harassment is the lack of awareness and safety management, for which the government needs to take some important drastic steps such as organizing some awareness programs so that they can know their legal rights, increase their self-confidence and with their to take strong actions against the wrong activities happening. In this way sexual harassment at workplace can be controlled but everyone's contribution is necessary in this as it is important for the family of victims to understand their problems so that the victims can share their problems with their family without any hesitation and the complaint of the aggrieved person should be acted upon at the earliest and punished so that these activities can be stopped.

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