

# Analyzing sexual harassment

[Science](#), [Social Science](#)



In any case, if she quits claiming constructive discharge, she might face a loss. For her statement would indirectly convey that she did not face serious sexual harassment, and thus she might not file a complaint if the related investigator finds such a scenario.

As per the Equal Pay Act of 1963 (EPA), it is clearly mentioned that different pay to men and women working under similar situations and possessing similar qualifications falls under sexual harassment. Because here it is proved that the only reason for such discrimination is made on the basis of different gender (U. S. Equal Employment Opportunity Commission, n. d.). But if it is proved that the salary has been differentiated based on qualification, then Jolene Carter shall not get a positive result from her complaint. In the same context, if it is found that there were no other reasons strong enough for such difference, it shall be accepted that her allegation can be considered as true.

According to Title VII, any corporate employing female U. S. candidates abroad do need to comply under Title VII (U. S. Equal Employment Opportunity Commission, n. d.).