

Sexual harassment cases are becoming more complex

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



1. Should the president of Caritas Christi Health Care be fired? Why?

The president of Caritas Christi Health Care should be accorded with the appropriate legal sanction based on the company's progressive discipline policies, if and when found that the allegations were indeed confirmed.

2. Why is the handling of sexual harassment cases considered complicated?

The handling of sexual harassment cases is considered complicated due to the following reasons: (1) due to its sensitive nature, there are almost always no witnesses; (2) the cases should be handled on a case-to-case basis; (3) reporting the incident was considered fact-specific, subjective, and takes into account the credibility of both the accuser and the accused; and (4) evolving behavioral changes with regards to accepting some patterns of behavior differ through time (Pfeiffer & Henneman, p. 90).

3. Explain in your own words why consistency in handling sexual harassment claims is important.

Consistency in handling sexual harassment claims is important because there could be legal sanctions and cases filed for discrimination if employers would treat their employees differently in situations where sexual harassment complaints are made. As such, based on company policies or codes of discipline and ethical behavior, organizations should clearly and explicitly stipulate instances that render the behavior as veering towards sexual harassment (irrespective of race, gender, age, length of service, position in the company, and other factors noted in the Equal Employment Opportunities law).