

Sexual harrasment



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Sexual harassment A training program is essential for maintaining the required level of expertise in an organization, particularly when it is well-planned and implemented. For it to be effective, a training program should incorporate legal and ethical concerns. Although legal and ethical concerns are still vague among trainers' perception, these issues are being incorporated in various training programs in modern organizations. Training programs should promote integrity, intuition and values. In addition to upholding the organization's code of ethics, training programs should integrate policies on ethical behavior and provide ways in which trainers, as well as trainees, can raise complaints. Furthermore, legal authorities stipulate some issues that an organization must encompass in its training programs such as training on sexual harassment, ethics and safety, among others. In this paper, the issue of sexual harassment will be addressed, taking into account its importance to the success of a business.

Some of the most important issues that should appear in the training programs and organizations' policy are a commitment to prevent and eradicate the sexual harassment in the organization. It is imperative that training program address both hostile environment sexual harassment and quid pro quo sexual harassment. An explicit definition of sexual harassment should be provided in order to ensure that all employees understand the dos and don'ts. Quid pro quo sexual harassment entails implied or expressed sexual advances and demands in exchange for varying benefits such as pay increase and promotion, or to evade some detriment, which may include demotion and termination, among others. On the other hand, hostile environment sexual harassment constitutes sexual comments or advances by a supervisor or co-worker, which creates a humiliating, hostile,

threatening, offensive and intimidating work environment, or results in a situation that can adversely affect a worker's psychological wellbeing.

Organizations should always strive to eradicate or prevent sexual harassment from happening. It is important that training programs incorporate fundamental ways of eliminating any incidents of sexual harassment in work places. This may involve educating workers on their rights, and ways of reporting preventing as well as reporting harassment. Managers and employees should receive training on ways of identifying and stopping sexual harassment, harassment prevention law, and their personal liability under the law. Furthermore, all employees should read and understand what amounts to sexual harassment because this will lead to reduced chances of sexual harassment happening.

Sexual harassment, either quid pro quo or hostile environment, should not exist in an organization, because it creates unfavorable working environment and affects job conditions of an employee. It is evident that organizations are affected negatively by sexual harassment, although some are prone to it.

Sexual harassment costs organizations through lost productivity, turnover and absenteeism. Although legal authorities usually hold organizations accountable for cases of sexual harassment, managers have a moral and ethical responsibility to ensure that such behaviors are not tolerated in an organization (Cass, Levett and Kovera 310). Therefore, organizations must formulate and implement comprehensive sexual harassment programs to prevent the occurrence of such behaviors.

An organization's training program should encompass a workers should be encouraged to refrain from engaging in any form of sexual harassment, either quid pro quo or hostile environment. Sexual advances and demands

should not play a role in detailed explanation of any behavior that it feels is inappropriate. Supervisor and co- any work-related aspect, because it has negative effects not only on the aggrieved persons, but also the organization at large.

Work Cited

Cass, S A, L M Levett and M B Kovera. " The effects of harassment severity and organizational behavior on damage awards in a hostile work environment sexual harassment case." Behavioral Sciences & The Law 28. 3 (2010): 303-321.