

Combining content, argument, and structure the workshop

[Business](#)



Sexual Harassment in Workplace Sexual Harassment in Workplace Sexual harassment is a menace in the workplace especially when it is in gross limits. Workers have to maintain an environment that is conducive for everyone else by avoiding harassment of any nature. This include touching, leering, staring suggestively and giving offensive remarks in regards to one's looks, attire or body parts of fellow employees (Conte, 2000). The purpose of the anti-harassment policy is to maintain a healthy working environment which does not jeopardize the concentration of other workers. For example, sending suggestive messages makes a worker insecure. As such, she or he is unable to perform optimally in the workplace. Similarly, the anti-harassment policy will ensure that all workers operate on a level-playing ground where they all enjoy their rights as they work. Infringing a worker's rights hampers their output. For example, the workers will not feel at ease while visiting some of the offices in the workplace. This is equally important to the CEO in ensuring the performance of workers improves (Strauss, 2011). For example, when workers are treated fairly and equally, it hugely boosts their morale thereby leading to higher output per worker. Where there is harassment, unfairness and inequalities it is difficult to instill teamwork resulting in overall organizational failure.

It is critical to instill sexual harassment policies in a working environment owing to a number of reasons. First, people have rights which should be upheld and duly protected. Sexual harassment interferes with a person's rights (Baker, 2007). Secondly, sexual harassment goes a long way in negatively affecting people's lives both the perpetrator's and the victim's. Without respect for individual workers an organization will experience high

staff turnover as workers seek better working environments. Communicating about sexual harassment or other forms of disrespect should not be a problem. The CEO should first sensitize the workers on the need for a firm anti-sexual harassment policy. Above all, this is a criminal offense that is punishable by law. After sensitization, the CEO should give a memo listing and elaborating the need for the anti-sexual harassment policy. The CEO could also indulge occasional emails and letters to update the workers on how the policy is changing the organization.

References

Baker, N. C. (2007). *The women's movement against sexual harassment*. Cambridge: Cambridge University Press.

Conte, A. (2000). *Sexual harassment in the workplace: Law and practice*. New York: Aspen Publishers Online.

Strauss, S. (2011). *Sexual harassment and bullying: A guide to keeping kids safe and holding schools accountable*. New York: Rowman & Littlefield Publishers.