

# Global diversity

[Business](#), [Human Resources](#)



Ethical Situation in the Workplace al Affiliation Sexual Harassment at Work  
Gladys Jones worked as a divorce lawyer for the law firm of Carl and Lewis. Carl Daniels, a fellow co-worker and a brother-in-law to the senior underwriters manager, John Lewis has made more than a few sexual remarks and advances to Gladys Jones. Jones bears his entire demeanor for some time, but she becomes fed up with the insulting behavior toward her. She could not take Daniels' barrage, which lasted 6 months without filing a complaint. She finally quit her job and files a lawsuit for sexual harassment against the law firm.

Employee relations are part of the legal environment in the Human Resource Department that involves training, conflict resolution, advising, and punishing of the workforce as desired. It also involves management and team building within the organization. In this case, Gladys's harassment from a senior partner should have been reported immediately to the Human Resource authorities through her line manager to validate her case in court. The manner in which Gladys's channels her anger towards the company is uncalled for as no relevant authorities were informed. There would have been a conflict resolution committee to deliberate on her case before resigning and suing her former employer. In my opinion, the case Jennifer has filed against her employer will not materialize for him, as she is likely to lose it. This is because firstly, she is no longer part of the workforce in the company and secondly, there is no concrete evidence of her harassment reported to the authorities before leaving the company. Thirdly, her reasons for resigning are unclear to the management even though she claims the sexual harassments from the senior partner instigated her exit from the

company even after six months of enduring through this harrowing experience.

#### References

Buckley, J. F., & Green, R. M. (2004). *State by State, Guide to Human Resources Law* 2005. Frederick, MD: Aspen.