

# American congress essay

[Business](#), [Management](#)



During the 1960s when the American Congress was efficiently fulfilling the completion of the 14th Amendment, it has also significantly put more effort to provide equal protection of the law to all Americans. To come up with laws that would prohibit inequality and bring about social justice to the people, different branches of the federal government initiated plans against discrimination. After considering all the options to create a bill to address this concern, the Congress has finally passed the Public Law 82-352 in 1964 as part of the 14th Amendment. This law is under the Section 703 of the Amendment and is entitled the " Title VII of the Civil Rights of 1964".

This is their answer to the prevailing problem of social injustice in the American society that continuously haunts the government. To promote further enhancement of this law, the Congress has also commissioned a group to guard against inequality on job opportunities and this is the Equal Employment Opportunity Commission (EEOC). This group was mandated to address the issue of discrimination during employment. In 1969, President Richard Nixon further stressed that the Department of Labor should also adopt a plan that will protect employees against employers who practice discrimination with their employment. But the 1990s was the most dramatic event when the Democratic and the Republican political groups have finally united to work with the administration to earn positive results under the Title VII.

The unification was successful in that event. Since then the EEOC became the foundation for the protection of women and minorities in seeking judgement against discrimination and inequality specifically when it comes to employment. By the end of the 90s, there have been numerous

settlements against those who have violated the law and one of the common violations that were based on inequality and injustice is sexual harassment. Statistically, the EEOC claimed that it processes thousands of sexual harassment cases annually.

However, what started it all was the case of the Mitsubishi Motor Manufacturing in America when around 300 women filed cases of sexual harassment against the company which significantly made the adoption of changes to the prevention of sexual harassment specifically of employers-employee relation. (Administration). By law, sexual harassment is considered one form of sex discrimination that is against the rule of law under the Title VII of the Civil Rights Act of 1964. Sexual harassment by any US jurisdictional law covers violations such as unwelcome sexual advances, the demand for sexual favors or any verbal or physical conduct with sexual natures which in any way can affect the work or performance of an individual or create a threatening or intimidating work environment. Sexual harassment can happen in many different circumstances and the harasser does not specifically point to men only but also women. The most common harasser is a supervisor, an employer's agent, a co-worker or even a person who does not belong to the same office or company where the victim works. There is no exact place for the recognition of a sexual harassment which means it can happen in any environment but there is only one true definition of this offence and that any person who offended or intimidated anyone because of his or her sexual advances and created a physical or emotional trauma to the individual is greatly considered a sexual harasser (EEOC, 2002). We all

know that the most effective control for any offence is the prevention of the offender to do his or her malicious act before anyone can be a victim.

The employers are the most accountable in the operation and management of work and therefore have the most control over the employees and their actions while within their work premises. So to address the issue of sexual harassment, the provision of knowledge with regards to the anti-harassment law must be included to the employee's guidelines. This means that if the employer has not implemented any guidelines to prevent harassment in the workplace, then he or she will be most liable if any harassment occurs.

The employers must have anti-harassment policies that must be followed as well as protection mechanisms in case employees have complaints against sexual harassment. One of the best methods to stop future harassment is to have regular anti-harassment policy training, seminars and workshops which must be attended by the supervisors, managers, union representatives and all employees to create an all understanding on the authority of the Title VIII. If, however, sexual harassment still occurs, the employer must confront the sexual harasser immediately and must state that his or her behaviour has affected somebody negatively. Employers must advise the harasser that such offence cannot be tolerated again so a warning must be given.

Ask the harasser to write a letter stating that the deed should not be repeated and a copy must be kept by the employer. This will serve as a reminder as well as a warning for a stricter penalty. Support for the victims must always be given by the employers and encouraging the victim to talk is necessary so that proper complaint can be filed. In case the victim wants to

file the case the employer must give all the support to the victim to address future offence (UNIFEM, 2003).      References: Administration, N.

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