

A STUDY ON AWARENESS OF SEXUAL AND MENTAL HARASSMENT AT WORKPLACE**¹Mr. Deepak Jha, ²Ms. Rhea Worlikar and ³Mr. Vedant Kalambate****¹Assistant Professor, Sasmira Institute of Commerce & Science, Worli
²⁻³(SYBMS-HR), Sasmira Institute of Commerce & Science, Worli****ABSTRACT**

There can be various types of harassments taking place at workplace such as sexual and mental harassment, physical and verbal harassment. Sometimes men and women both have to go through this annoyance at their place of work. As we say prevention is better than cure, creating awareness about such harassment amongst the employees would definitely lead to decrease of such events. The present study is an attempt to find out the various type of sexual and mental harassment taking place at workplace and measure to prevent it. The study is based on secondary sources of data collection through various websites and published reports.

INTRODUCTION

Imagine that you have recently met a man, about your age, whom you feel strongly attracted to. He is waiting at the entrance of a restaurant, looking intensely at you while you cross the street. As you come close, he comments on how sexy you look, and then puts his arm around your waist while you are entering the restaurant. Now imagine the exact same behaviour (staring at you, commenting on how sexy you look, and touching you) in a different context, performed by your male boss at work. Now you will probably find this situation stressful, offensive, and potentially threatening. This will lead to Sexual and Mental harassment. The key feature that distinguishes harassing from non-harassing conduct is not any specific behaviour, but the fact that it is unwelcome, not reciprocated, and considered inappropriate according to shared societal standards.

Sexual harassment is a type of harassment involving the use of explicit or implicit sexual overtones, including the unwelcome and inappropriate promises of rewards in exchange for sexual favours. Sexual harassment includes a range of actions from verbal transgressions to sexual abuse or assault. Workplace, home, school etc. are the places where harassment can take place. Although sexual harassment laws do not usually cover teasing or offhand comments, these behaviours can also be upsetting and have a negative emotional effect.

REVIEW OF LITERATURE:

1. (Barker, 2017) Sexual harassment in the workplace may cause victims short-term and long-term negative effects. It leads to depression and post-traumatic stresses. Individuals may feel humiliated, lose self-esteem, and more. It may also lead to workplace problems like higher turnover, absenteeism, lower job-satisfaction and decreased work-performance.
2. (Lopez, Hodson and Roscigno, 2009) Organizational chaos and job insecurity are two key factors of general harassment. It is also that team-organization and grievance mechanisms can act as modest factors to curtail sexual harassment. However, it is proven that highly physically demanding jobs that involves minorities are more prone both general and sexual harassment.

OBJECTIVES OF THE STUDY

1. To Study the Importance of Awareness of sexual and mental harassment at workplace.
2. To study the measures to be taken against sexual and mental harassment at work place.

RESEARCH METHODOLOGY

5. **Source of Data Collection:** This research study was based on secondary data collected from various website and published reports.

SCOPE OF THE STUDY

The scope of present study is to find out the various type of sexual and mental harassment taking place at workplace and measure to prevent it.

LIMITATION OF THE STUDY

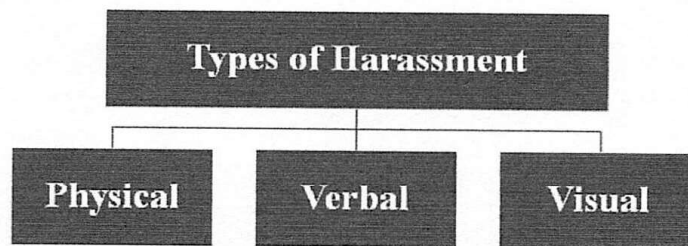
The study is limited from data collected through secondary sources only. Due to time constraint, primary data couldn't be collected.

Importance of Awareness of Sexual Harassment at Workplace

- The Article is from “ Banaras Hindu University”
- Work place harassment affects women in every walk of life in every level of employment.

- The purpose of this research paper is to spread awareness among working women regarding sexual harassment law procedure provide to them in constitution.
- Few women’s are effectively able to translate the guidelines to make the workplace safer and gender equitable.
- Only few women seek redress and few receives swift action, responses have included non-action and even victimization of complaint women.
- Few women don’t complaint because of the fear of being blamed
- Org sexual harassment is still prevalent at the workplace despite of attempts to eradicate it Article By– Manish Kaithwas
- 46 Nifty companies report 415 sexual harassment cases
- Indian reports for sexual harassment are raised by 14%

Women working in corporate sectors are facing more problems regarding sexual harassment



Physical Harassment

Physical harassment is an act where someone inappropriately touched you against your will. It is also called as workplace violence. Physical harassment behaviour intimidates, embarrasses, threatens and makes the victim uncomfortable.

Verbal Harassment

It is a type of harassment that makes employees feel less comfortable, humiliated, threatened and intimidated. Most of the time, people find it challenging to identify verbal harassment because of different reactions from people.

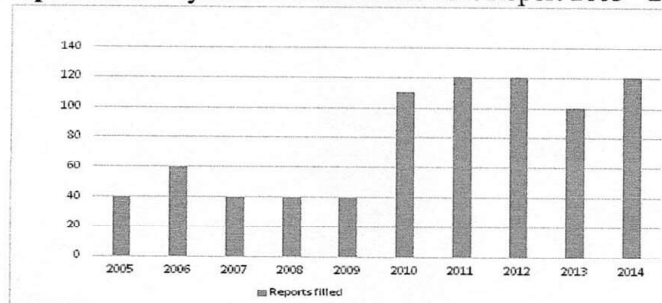
Visual Harassment

Visual harassment is a situation where the individual exposes themselves to another person without the consent of the victim, and the act affected their performance or attitude.

Data Analysis and Interpretations:

The data related to sexual harassment report has been collected and depicted in the graph given below.

Graph No.1 Analysis of Sexual Harassment Report 2005 - 2014



Source – <http://crime.com/>

The above graph shows that the rate of sexual harassment taking place and there reports have increased in the past ten years.

Measures taken against taken Sexual Harassment

1. Involve Management
2. Ensure that employees know about and have access to confidential reporting channels through they can report cases of sexual harassment

3. Have an anti-harassment policy and ensure all employees sign up to it
4. Develop basic civil rights protection in the workplace
5. Develop approaches for avoiding sexual harassment and other form of unlawful discrimination
6. Use best practices for investigating claims

Anti-Harassment

1. Behaving in a way that workplace is free of intimidation, hostility or offence and any form of harassment
2. Not tolerating any form of harassment

POSH Policy

The Prevention of Sexual Harassment (PoSH) at Workplace Act of India mandates every organisation to define their sexual harassment policies, prevention systems, procedures and service rules for its employees. Recent reports claim a rise in the number of cases registered for sexual harassments at the workplaces.

This policy is in accordance with the provisions of “The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013”. The purpose of this policy is to prevent sexual harassment against women in the workplace and also to protect them. Every company aims to provide a safe working environment for all people.

This policy is applicable to all the members of the company including employer and those who are employed on regular, temporary, on a daily wage basis, etc. The policy also extends to those who are not employees of the company such as customers, clients, visitors, interns, contract workers, suppliers, etc.

Main features of POSH Policy

- Prevention of Sexual Harassment
- Develop basic civil rights protection in the workplace
- Detailed information on complaint system
- A perfect blend of pictorial & audio visual material
- Every module has a simple test at the end, to gage participant clarity
- Sensitizing about the emotional & physical aspects of aggrieved women
- Proffers overview of the related laws and incorporating the real time issues pertaining to #metoo and #himtoo movement

CONCLUSION

Harassment can take place in both public as well as private places. It has been observed that cases of harassment taking place at workplace are increasing day by day. Government has also taken steps against such sexual harassment and enacted laws to prevent the interest of society. It can be concluded that reducing such harassment is also the responsibility of every individual and the company as well. The company should create awareness amongst their employees so that such inhuman act can be stopped occurring anywhere. They should organize for training programs where they can sensitize their employees about the effect of such sexual harassment as well as the punishment of doing such act.

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