



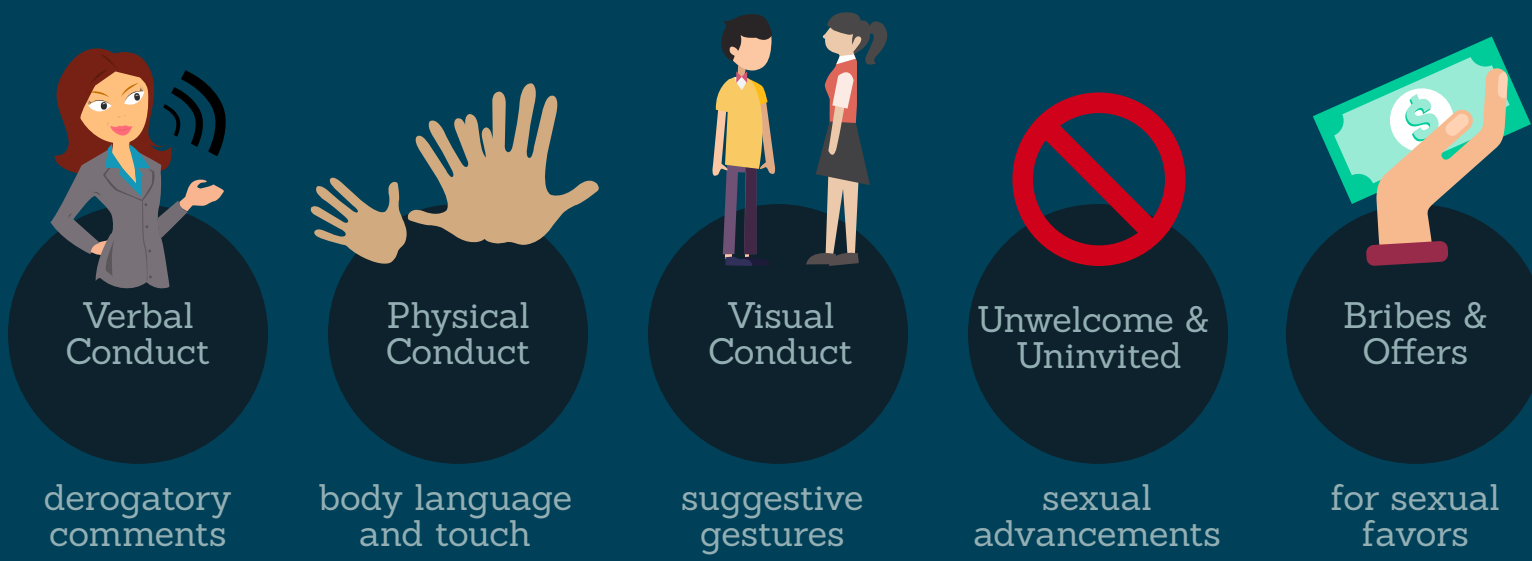
# Sexual HARASSMENT

## IN THE WORK PLACE

### What is Sexual Harassment and what constitutes it?

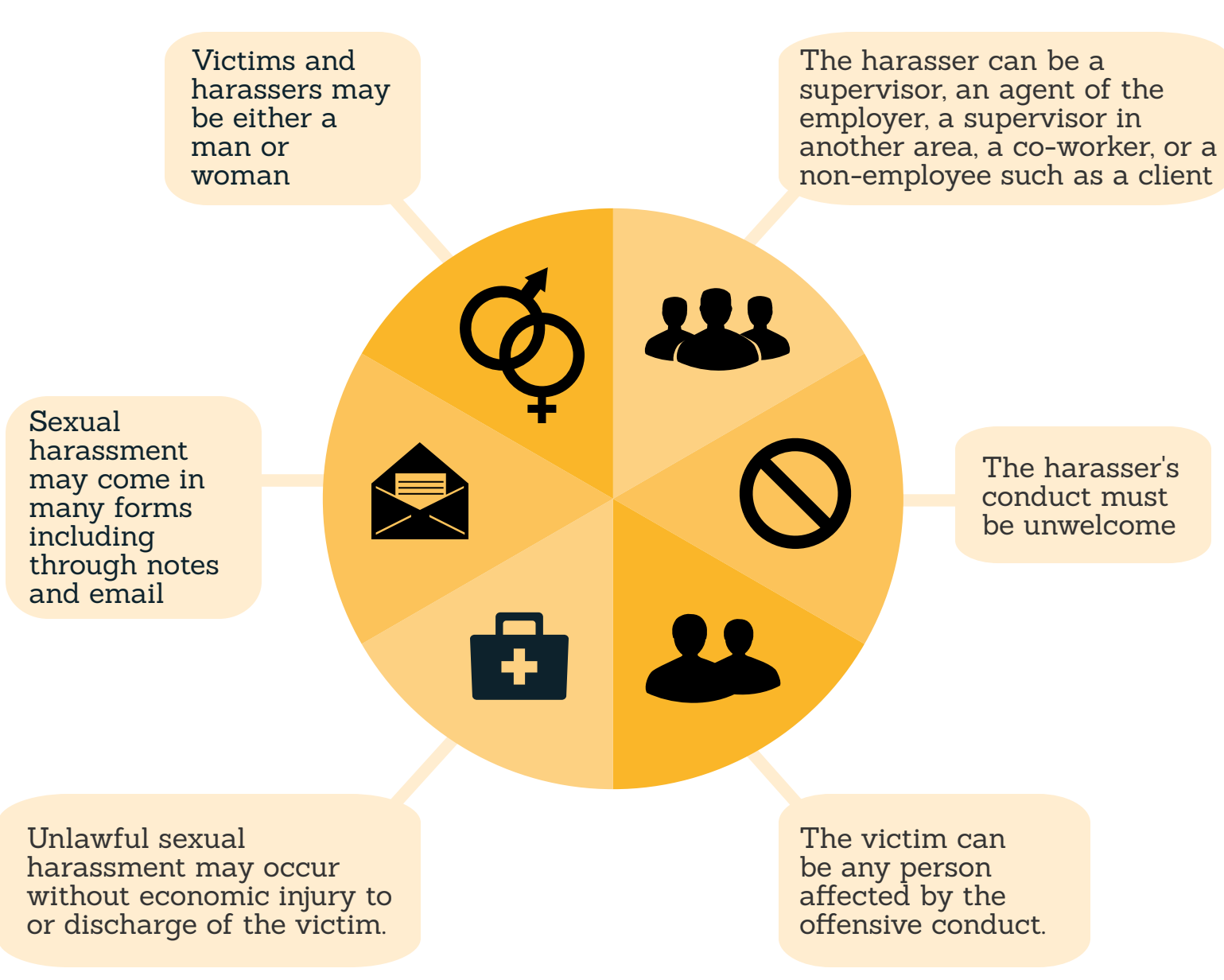
Sexual harassment is bullying or coercion of a sexual nature, or the unwelcome or inappropriate promise of rewards in exchange for sexual favors. In most modern legal contexts, sexual harassment is illegal.

Src: Wikipedia



## Circumstances

defining who is affected by sexual harassment in the work place, may occur are as follows but not limited to:



### Examples of sexual harassment include:



Sharing sexually inappropriate images or videos, such as pornography, with co-workers

Sending suggestive letters, notes, or e-mails



Displaying inappropriate sexual images or posters in the workplace

Telling lewd jokes, or sharing sexual anecdotes



Making inappropriate sexual gestures

Staring in a sexually suggestive or offensive manner, or whistling



Making sexual comments about appearance, clothing, or body parts

Inappropriate touching, including pinching, patting, rubbing, or purposefully brushing up against another person



Asking sexual questions, such as questions about someone's sexual history or their sexual orientation

Making offensive comments about someone's sexual orientation or gender identity

## The Costs of Sexual Harassment



### Emotional Well-Being

Sexual harassment can jeopardize the victim's emotional and mental health, and lead to the loss of self-esteem. Sexual harassment in the workplace can cause significant stress and anxiety, long-term clinical depression, even causing employment termination.



### Global Consequences

Sexual harassment has a direct effect on employers and the global economy. Millions of dollars are lost yearly due to issues stemming from sexual harassment, including legal costs.

## Prevention

tips for employers.

Employers have an obligation to prevent sexual harassment from occurring in the workplace.

Create and communicate a clear anti-harassment policy

Conduct sexual harassment training and retraining for everyone—make it mandatory

Ensure managers and supervisors understand their obligation to maintain zero tolerance

Monitor emails and other electronic communications to scan for harassing content

Ensure employees know their options if they find themselves in such a situation

Clearly define the process to submit a complaint

Define clear consequences for such behavior

Cultivate a culture where sexual harassment is not welcome or tolerated

Have a clear process for investigating any complaint of harassment

Take every complaint seriously

If you are concerned about protecting your workplace and employees, learn how LaborSoft can help. Laborsoft simplifies the management of all HR events.

Learn how you can customize LaborSoft's all-inclusive technology for your organization. [Request a demo of LaborSoft](#) to see how you can better track HR grievances. Request a demo of LaborSoft to see how you can benefit from intelligent insight that helps to mitigate issues before they become a costly expense.