

SEXUAL HARASSMENT

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Annotated Bibliography

Baxter, R. H., & Hermle, L.C. (1989). *Sexual harassment in the workplace* (3rd ed.). New York, NY: Executive Enterprises Publications.

The main focus of this work is on the legal side of the issue when it comes to sexual harassment in the workplace. The author shows that sexual harassment may occur very often, but employees do not always know about possibilities and extends of the lawsuits they can file against harassing employers. Hence, the author tries to explain the legal process of defending one's rights and fighting against discrimination in the workplace.

This book is important because it also provides recommendations for the employers about organizing the workplace in such a way as to avoid possibilities of sexual harassment as well as educate employees about this problem. The author emphasizes the necessity to educate workers and show them that sexual harassment is wrongdoing which cannot be permitted. It gives readers an understanding of the problem as a criminal act and emphasizes the fact that sexual harassment is unconstitutional and it should be punished severely. Hence, this work is very useful because it reveals a lot of valuable information about legal side of the matter as well as speaks about employees' and employers' actions when it comes to dealing with the issue.

This work is used for the research in order to explain the overall legal concept of the issue since it gives a lot of information about the law concerning sexual harassment. This book also provides readers with other dimensions regarding this problem. Thus, it may be used for further research and planning as a work with many recommendations.

Maypole, D. E., & Skaine, R. (1983). Sexual harassment in the workplace. *Social Work*, 28 (5), 385-390.

This article focuses on women as the main victims of sexual harassment which occurs in the workplace. The authors define what sexual harassment is in order for readers to be able to distinguish it because sometimes they do not know how to recognize sexual harassment.

Then, the authors speak about people who are the most vulnerable to sexual harassment. These people are female employees because they are more likely to be sexually harassed than their male colleagues. The authors provide women with the list of resources they can use in order to defend themselves and prevent sexual harassment. The authors also give readers a list of actions which may be taken in case of sexual harassment. The article is very important because it has a practical usage. It provides readers with many valuable ideas on legal actions in case of sexual harassment and tells them what to do in order to solve this problem.

This article can be used because it has practical significance and would be a great help to women who were exposed to any sexual harassment in the workplace. It would also be rather beneficial for managers to use it as a guide to how one should act during such occurrences and how to work with employees of different genders. For example, at the present moment, different companies face gender discrimination. In order for a company to function properly, such discrimination has to be avoided; people have to work well and not to be under pressure because of their sex. Hence, this article is useful as it gives good explanation and examples of how to deal with these issues.

The article also discusses the reasons for sexual harassment. It explains the background behind many different cases and gives implications to the problem. Thus, the authors connect education and research while speaking about sexual harassment in the workplace. They give readers interesting information on preventing sexual harassment cases. The article is especially interesting for women who may be exposed to sexual harassment and need to know how to act in such cases.

Schneider, K. T., Swan, S., & Fitzgerald, L. F. (1997). Job-related and psychological effects of sexual harassment in the workplace: Empirical evidence from two organizations. *Journal of Applied Psychology*, 82 (3), 401-415.

This article focuses on psychological effects that sexual harassment has on people. The authors state that employees who were exposed to sexual harassment are dealing with many negative consequences of that experience which affects their productivity and attitude towards

work. They have a hard time working because of the traumatic experience. Moreover, it is difficult for them to return to normal and keep on working the way they did before the sexual harassment incident. Thus, the article shows the negative consequences of sexual harassment and its psychological influence on people. The authors describe the atmosphere which exists in the working place because of sexual harassment since employees feel discomfort, and it may be difficult for them to work in such a place.

The authors researched the behavior of women in the workplace and analyzed the differences between those who were harassed and those who had never experienced sexual harassment. With the help of the comparison the authors were able to draw important conclusions. They came to realize that women who were sexually harassed had had different attitudes and approaches to work and could not have performed as well as those without traumatic experience. It showed the long-lasting effect of sexual harassment. The authors also spoke about ways in which employees coped with their experience as well as responded to tasks they had to perform. The article is important because it showed that women who were exposed to sexual harassment kept on thinking and acting based on that experience. Hence, it is important to read and use this article while analyzing sexual harassment in the workplace because it provides readers with a lot of valuable information. It tells about psychological consequences of sexual harassment and warns employers about the long-term effects that appear after being harassed at work. Hence, this article approaches the problem from psychological point of view, which is extremely important for modern management.

Stark, S. J. (1992). Sexual harassment in the workplace. *Trial*, 28 (5), 116-122.

This article focuses on the process employees undergo while defending themselves from sexual harassment. For example, there is a lot of controversy at the present moment concerning lawsuits against harassers. Sometimes it is very difficult to prove somebody's guilt because of confusions in laws. Consequently, many harassed employees cannot defend themselves because of that. The article is valuable because it

provides readers with valuable information on what to do in case of such situations and gives readers a better understanding of sexual harassment definition. The article can be used as a guide to how one should behave in similar situations. They can look at examples provided in the article and see the connections with their own experience. The article is also valuable for managers. It gives them an idea of what public policy in the company should be like and how managers have to deal with the issue. It means that the article has a practical significance for company's leaders who can use it in order to determine company's approach to treating sexual harassment cases and showing their employees that such things would not be tolerated.

The author also speaks about the work environment. For example, the author speaks about employers and their responsibilities when it comes to ensuring that the environment in which people are working is healthy and not hostile. Employers are responsible for making sure that the environment in the work place does not stimulate sexual harassment and that employees are well informed about the consequences of problem behavior. Hence, the article is valuable because it gives important recommendations on organizing workplace and dealing with employees, and possible problems which may occur because of sexual harassment.

Introduction

Sexual harassment is a serious issue which has to be dealt within the company. It is a problem which may occur at every level of the company, and that is why it has to be carefully examined and evaluated. Managers cannot take this issue lightly because they have to understand that sexual harassment is a serious problem which needs to be solved in order for a company to function well. Sexual harassment affects all of the branches of the company affecting productivity, working environment, and overall attitude towards work employees have. Hence, solving this problem and building a company where sexual harassments would not be happening should be one of the main priorities managers have. In order to deal with this issue, one has to research this problem carefully and implement certain changes within a company.

Results

In order to understand sexual harassment in the workplace, one has researched various scholarly articles which provided readers with a lot of valuable information concerning the issue. The results of the research showed that sexual harassment was strongly influenced by the working atmosphere in the company or corporation (Stark, 1992). The amount of sexual harassment cases depended greatly on the conditions people were working in. In the companies with a healthy atmosphere and where workers were taught about the consequences of sexual harassment, the cases of the latter were rather rare. On the other hand, the companies where employers paid little attention to the problem were more likely to suffer from it. The problem is that sexual harassment is quite a common occurrence. It is something that may be constantly repeated, and that is the reason employers and managers have to deal with this issue in order to solve it and prevent it from happening in the future.

Hence, one realized that in order to prevent sexual harassment in the working place and reduce its possibilities, it is necessary for employees to take

care of the conditions in the working place itself.

Another finding of the research was the fact that women are more likely to experience sexual harassment; and that is why it is extremely important to educate them and explain them the actions that have to be taken in case of such an experience (Maypole & Skaine, 1983).

The research conducted by Schneider, Swan and Fitzgerald showed that sexual harassment has a lasting effect on employees, and it is very negative for the company. People who experience sexual harassment have a hard time returning to their previous working schedule because their attitude towards work has changed (Schneider, Swan, & Fitzgerald, 1997). Thus, it is up to employers to organize the workplace in such a way that employees would be able to return to normal and keep on working.

It is also extremely important to communicate with employees about sexual harassment and its negative consequences because this problem has many legal issues and dimensions which are often overlooked (Baxter & Hermle, 1989). The research showed that employers often do not pay enough attention to this issue, but they should in order to build and maintain a healthy and productive workplace free of legal suits and conflicts.

Recommendations

Recommendations include the necessity to pay a lot of attention to preventing sexual harassment. It means that managers have to speak with employees about these cases and explain to them what sexual harassment is and its consequences. The employees have to understand that the company will not tolerate sexual harassment. What is more, they should be aware of the possible outcomes of such actions. Hence, this way, workers will be fully aware that it is a wrongdoing which may lead to many negative consequences. It will be a good stimulus to prevent sexual harassment from happening in the workplace.

Another recommendation is to create a healthy atmosphere in the workplace where sexual harassment will be less likely to happen. In order to do

that, managers have to create such a workplace where employees will be respected and where would be no gender discrimination and inequality which could further lead to sexual harassment.

Managers also have to take care of the legal side of the issue. For example, the company's policies have to be clear about sexual harassment, liabilities of the employers, and company's actions in case of such a situation.

Conclusion

Sexual harassment is a serious issue which has to be dealt within the company. It is a problem which may occur at every level of the company, and that is why it has to be carefully examined and evaluated. Managers cannot take this issue lightly because they have to understand that sexual harassment is a serious problem which needs to be solved in order for a company to function well. Sexual harassment affects all of the branches of the company affecting productivity, working environment, and overall attitude towards work employees have. Hence, solving this problem and building a company where sexual harassments would not be happening should be one of the main priorities managers have. In order to deal with this issue, one has to research this problem carefully and implement certain changes within a company.

It is important to emphasize the fact that sexual harassment in the workplace is a serious issue which has many negative consequences. Hence, it is in company's best interests to deal with this issue and prevent sexual harassment cases from happening in the first place. The employees have to know the policies which exist in the company concerning sexual harassment, and they also have to know about its consequences.

Managers have to build a workplace free of sexual harassment in order to have a company where employees work well and effectively. Hence, dealing with sexual harassment has to be one of the priorities, and managers have to do everything they can in order to prevent such occurrences and avoid possibilities of sexual harassment in the companies. It would be beneficial to both the employees and employers.

References

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