

## **Workplace Harassment**

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### **Abstract:**

This giant world comprises of two main and indispensable elements. That have equal amount of importance and they are man and woman. Out of these two, women community is treated as that of an excluded portion and to such an extent that it sometimes come to the point of rage and anger that knowing the factual nature of women we tend to behave like animals with them thinking that this world is led by men and chauvinism, but to say that it is a sheer joke and talk of mockery. Initially an infant, then a girl and moving further in this hierarchy she end up as a granny and in between this sequence she undergoes verities of variations in her life. Chivalry is the other name of paying honour and respect to women and in doing so nothing gets deducted out of us, neither name nor fame but it's just that there exists an ant-like egoism that we feel degraded and inferior and pretty low level to do that. Moving on to the fire-like topic of this modern technology-led era is the talk that is stirring up immensely is harassment going

hand in hand with women and that too at such a mountaineering level that mere stretching out to resolve this thing is like dreaming open-eyed.

**Keywords:** women community, nature, hierarchy.

## **I. Introduction:**

To come up for the good is always counted as good and to bring in light the happening of this issue is to elaborate the animal like thinking and mentality of the poor men community that knowing the factual nature of women they prey on them as that of a crow does on his food. We all know that we all are facets of one pearl. Our mother is the creation of our being, spouse give our life an understanding, daughter does the miracles of fairies and empty is our cake without its cherry on it but we always part ways with the understanding that women should be taken as the creation of world since we are taught from our childhood times that woman is a holy being ,and without women there is no further living as there will be no evolution of the world and it is absolutely natural to say that. The issue of workplace harassment is a seed growing without water grappling the one who gives birth.

## **II. Top five issues for women around the world;**

- Harassment
- Work-life balance
- Children and career
- Equal pay
- Career opportunities

The reason behind colouring the first point in red is to depict the intensity of this shitty issue that is so cheap and low-leveled that there is no option left rather than doodling its existence .

Harassment in the workplace also emerges as one of working women's five top concerns. Nearly one third of women interviewed admit to having experienced harassment, although more than 60% do not report it. Indian women are the most likely to speak up (53%), a clear change of attitude since the fatal attack of a female student on a bus in Delhi in 2012.

### **III. Types of workplace harassment:**

#### **1. Discriminatory Harassment**

All unlawful workplace harassment is discriminatory in nature. But, unlike verbal or physical harassment, discriminatory harassment is defined by its intentions instead of how it's carried out.

#### **Racial Harassment**

A victim may experience racial harassment because of their race, skin color, ancestry, origin country or citizenship.

Even perceived attributes of a certain ethnicity (curly hair, accents, customs, beliefs or clothing) may be the cause. Racial harassment often looks like:

- Racial slurs
- Racial insults
- Racial jokes
  
- Degrading comments
- Disgust
- Intolerance of differences

#### **2. Personal Harassment**

Personal harassment is a form of workplace harassment that's not based on one of the protected classes (such as race, gender or religion).

Simply, it's bullying in its most basic form and it's not illegal but can be damaging nevertheless.

### ***3. Physical Harassment***

**Physical harassment, also often called workplace violence, refers to a type of workplace harassment that involves physical attacks or threats. In extreme cases, physical harassment may be classified as assault.**

### ***4. Psychological Harassment***

Psychological harassment has a negative impact on a person's psychological well-being.

Victims of psychological harassment often feel put down and belittled on a personal level, a professional level or both.

### ***5. Cyberbullying***

**Employers are embracing new technology in order to appeal to younger employees and reap the benefits of a digitally connected world.**

### ***7. Retaliation***

Retaliation harassment is a subtle form of retaliation and an often-overlooked type of workplace harassment.

Retaliation harassment occurs when a person harasses someone else to get revenge and to prevent the victim from behaving in such a way again.

### ***8. Sexual Harassment***

Sexual harassment is, simply, harassment that is sexual in nature and generally includes unwanted sexual advances, conduct or behavior.

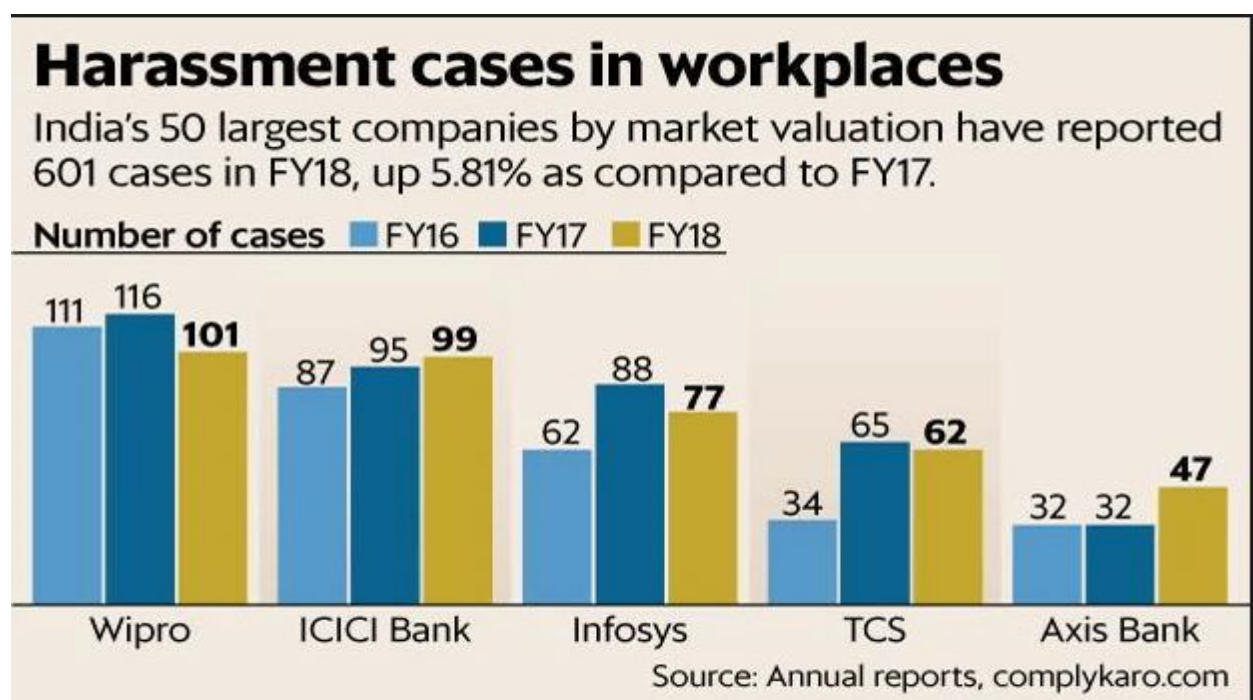
**Examples of Sexual Harassment:**

- Sharing sexual photos (pornography)
- Posting sexual posters
- Sexual comments, jokes, questions
- Inappropriate sexual touching
- Inappropriate sexual gestures
- Invading personal space in a sexual way

**9. Verbal Harassment**

Verbal harassment can be the result of personality conflicts in the workplace that have escalated beyond the casual eye roll or something more serious.

Unlike discriminatory types of harassment (such as sexual), verbal abuse is often not illegal. Instead, verbal harassment can be someone who's consistently mean or unpleasant.

**IV. Global ranks of workplace harassment:**

## **V. Stern measures to abolish this issue:**

1. Establish a clear-cut, zero-tolerance, anti-harassment policy.
2. Institute training and awareness programs for your employees.
3. Create specialized training for managers and supervisors.
4. Build a culture where harassment is unlikely to take place.
5. Ensure everyone understands the process for reporting a complaint.

## **VI. Methodology:**

The following research is done with the help of taking inputs from some previously done research. Which is why this research is a proper blend and a mixture of primary and secondary data which upholds and unfolds new facts and findings along with some newly explored loopholes that really needed some effort?

## **VII. Conclusion;**

The journey so far and the path treaded till now to research has come to an end with a clear-cut and a cut throat work that gave this issue a new life and a new way for every women who felt daunted and dreaded while walking her way to the office with having just one thought and fear of being harassed but where there is a will, there is surely a way. This research brings up some content made by self and some captured from different sources and this research brought one more thing and

that is a rocklike evidence and proof for the posterity to aware and awakes them of this creepy issue of workplace harassment

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