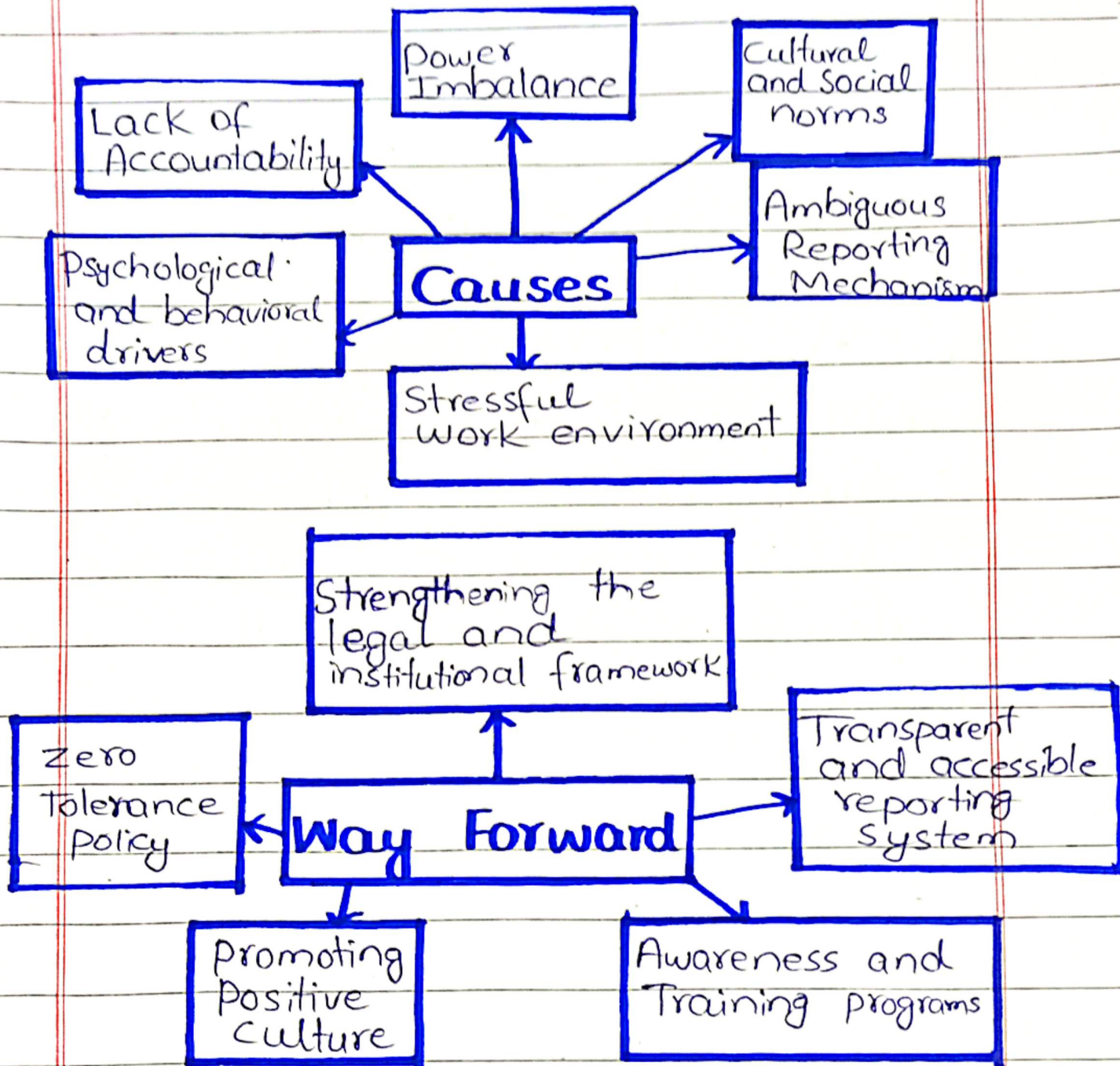


Workplace Harassment: Causes and Way Forward



Outline

1 Introduction

1.1 Attention Grabber

1.2 Background

1.3 Thesis Statement

workplace harassment has emerged as a serious social and organizational concern. Its causes are power imbalance, lack of accountability, cultural and social norms, stressful work environment, ambiguous reporting mechanism and psychological drivers. To address this issue it requires a comprehensive approach involving strong legal frameworks, accessible reporting system, awareness and training programs, promote positive culture and zero tolerance policy.

2 Causes of Workplace Harassment

2.1 Power Imbalance

2.1.1 Misuse of power by authorities

2.1.2 Harassment targeting junior staff fearing job loss.

2.2 Cultural and Social Norms

2.2.1 Inappropriate behavior of people

2.3 Ambiguous Reporting Mechanism

2.3.1 No clear complaint procedure

2.3.2 Lack of counseling, mediation for victims during reporting time

2.3.3 Fear of retaliation

2.4 Lack of accountability

2.4.1 Absence of transparent actions against perpetrators

2.4.2 Ignorance to monitor employee behavior

2.4.3 weak enforcement of policies

2.5 Stressful work Environment

2.5.1 Competitive environment

increase frustration and aggression which manifest harassment

2.6 Psychological and Behavioral Driver

2.6.1 Lack of empathy and emotional intelligence disconnects harassers from the human impact of their actions

3: Way Forward of Workplace Harassment

3.1 Strengthening the legal and institutional framework

3.1.1 Strengthen existing laws and ensuring their application across all sectors

3.1.2 Enforcement of policies and compel institutions for safe work environment

3.2 Transparent and accessible reporting system

3.2.1 Step by Step guideline for employees regarding Complaint report

3.2.2 Rules, penalties and rights are easily available to all employees

3.3 Awareness and training program

3.3.1 Conduct workshops and seminars to educate employees about workplace behaviour

3.4 Zero tolerance policy

3.4.1 No Compensation for perpetrators

3.4.2 Perpetrators face consequences such as warning, suspension or termination

3.5 Promote positive Culture

3.5.1 Encourage respectful behavior

3.5.2 Promote cooperation to build trust regardless of gender, religion, ethnicity and social background.

4. Conclusion

Thesis restated

The Essay

What happens when the very place meant to nurture talent and growth becomes a source of fear, intimidation and stress? This is the harsh reality of workplace harassment. Workplace harassment is known by other names as workplace mistreatment and workplace aggression. It includes various types of discrimination and acts of violation that are not confined to specific groups. The wide ranging types of workplace harassment are categorized into emotional and physical abuse. All these forms targets women

men and racial minorities. It has become a crucial issue in modern professional environments affecting employees ^{across} ~~and~~ industries and various other institutions. Despite policies in workplace many employees continue to face harassment due to power imbalance, social and cultural norms, ambiguous reporting system, ^{stressful} working environment, lack of accountability, psychological and behavioral drivers. Addressing this challenge requires a multifaceted approach such as strengthen policies framework, Transparency accessible reporting system, zero tolerance policy, promoting positive culture, Awareness and training programs. By implement these measures, safe

environment can create in workplaces.

One of the main cause of workplace harassment is power imbalance. Employees in position of high authorities misuse their powers. Subordinate face intimidation and pressure because of unreasonable demands. Such misuse of power not only affects the mental and emotional well being of victim but also reduce workplace productivity and morale. Power imbalance is exacerbated when institutional or organizational police are unclear, reporting mechanisms are weak and leaders fail to take action against offenders. It can also manifest through favoritism, threats making employees

feel devalued and powerless.

Cultural and societal attitudes often lead to harassment in workplace. In some culture discriminatory behavior, favoritism or gender bias may be normalized, which allow inappropriate actions to go unchecked. Jokes, comments or actions in groups are tolerated due to societal norms. These are often invisible scripts that perpetuates workplace harassment. Many culture teaches to respect authority without questioning and complaining. This teaches victim to stay silent and endure bad behavior due to fear of losing their job. women are traditionally more

victimized than men. In society it is normal for people to make dirty jokes, pass comments on women or others. When this is seen as normal outside, people do the same ^{at} work, thinking it's normal.

Unclear reporting mechanisms are also a cause of workplace harassment. When employees do not know how, where or to whom they should report an incident, it goes unaddressed. Confusion about reporting procedure ^{and} fear of retaliation discourages victims from reporting. In many organizations, grievance mechanisms are poorly communicated or overly discourage leaving

employee uncertain about the steps involved in process.

This ambiguity allow perpetrators to continue their misconduct without any fear.

They also feel that if victim report harassment, no meaningful action will be taken which further encourage the continuation of inappropriate behavior.

Moreover, a lack of transparency in handling complaints creates emotional ^{stress} and frustration among employees. Ambiguous reporting mechanism not only fail to protect victim but also flourish harassment.