Sexual Harassment /Harassment in the Workplace

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ABSTRACT
In India we have seen after so many years of struggle since our Independence, women has given a chance and has got a right to work equivalent to men and unfortunately we are observing women are being cursed and harassed for variable reasons and they have been indulged for several unnecessary issues.

Keywords-- Corporate sector, Gender Harassment, Sexual Explosion

1. INTRODUCTION
This paper majority tells us about the physical and mental rate of harassment that is been on the working women, at various places. This paper majority focuses on few things mentioned below:-
1. Rate of Harassment Cases.
2. Reasons behind Harassments.
3. Different Cases of Harassments.
5. Preventive Cases.

1. RATE OF HARASSMENTS CASES
In general parlance women under different ages will be employed or not, who allegedly to have been subjected to any act of sexual harassment by the response person or an individual has been establishing a substantial growth in harassment cases. In general case women will work under two different places at house hold works and as employer in a corporate sector where in the way of harassments will be differing.

2. REASONS BEHIND HARASSMENTS
Basically sexual harassment includes any one or more of the following unwelcome acts under different rate of behavior.
1. Physical Contact.
2. Ad Emend or A Requirement
3. Making Sexual Colored Remarks
4. Showing Pornography
5. Physical and Verbal Cases

3. DIFFERENT CASES OF HARASSMENT
We have been several cases Like In 2012, a 23 year old girl from Haryana has written a suicide and committed suicide due to sexual harassments by Gopal Kanda. In 2010 head of penguin, Canada, 2010 case a 18 year old school going girl, has been harassed for physical requirements and has been abused regularly. In 2013 two men accused through spiritual organization and growing the teenage girls. 3 years ago we have also seen the case of nirbhaya where in a girl was raped and murdered mercilessly and government has introduced “Nirbhaya Law” for solving such cases and protect the women in our country but it is very unfortunate it is still been continued with different cases.

4. APPLICATION OF DIFFERENT SECTIONS
Due to several influence of sexual harassment in India we can say that few sections and acts are in to the picture to avoid them that are mentioned as follows section 2 of the criminal law, sexual harassments of women work place act 2013 (prevention, prohibition, and redressel) the basis agenda is seeks to protect women form sexual harassment at their place of work.

As per Deloitte survey 69.8:/ victims did not complain of sexual harassments at workplace and they are not willing to share their problem in front of the media.

As per the recent survey mad below mentioned are the few places where in sexual harassment is increased as per ratings. United States, South Africa, Sweden, India, united kingdom, Ethiopia, srilanka , Canada, France , Germany.

As per research work done there are different types of sexual harassments that are undergone that are mentioned as follows.
1. Gender Harassment
2. Seductive Behavior
3. Sexual Bribery
4. Sexual Co- Ericson
5. Sexual explosion

They are even several departments that are coming into the picture to avoid and prevent sexual
harassments in variable ways. “State resource center for women child development department” and “world health organization”.

5) PREVENTIVE MEASURES

1. Implied or explicit promise of preferential treatment in her employments.
2. Explicit threat about her present or future employment status.

Person is not required to attempt to resolve complaint with in the workplace before approaches. HREOC or relevant state or territory anti discrimination agency, criminal acts may also be reported.

Explanatory notes

As a part of legal responsibility to deal with sexual harassment, all employees must implement effects accessible.
1. Can prevent escalation of case and maintain positive work place relationship.
2. Reduces likelihood of external agency
3. Alerts an organization to patterns of an acceptable conduct and highlights the needs for prevention strategies in particular areas.
4. A person alleging sexual harassments also alleges to punishment.

As per preventive measures, non-government organization shall be paid an allowance for holding the preceding of the internal committee under Sec 16 and sec 18 , under sexual harassment act. Any aggrieved women, may make in writing a complain of sexual harassments at work place to the internal committee, if so constituted to the local committee within a period of 3 months.

6) PROCEDURE

Internal procedure to complaint an sexual harassment

- Are clearly documented ,
- Are explanation,
- Internal and formal option ,
- Are regularly reviewed for effectiveness.
- Given undertaking that no employee will be victimized or disadvantage for making a complaint
- Are regularly reviewed for further arrangements.

External procedure to complaint an sexual harassment

A person who has been subjected to sexual harassments Can mark a written statement to the effect the disciplinary me are appropriate may be taken against under the direction of the employees, or the person in charge of the institution who subjects any workers, student, resident, want, patient or member as the case may be to sexual harassment.

An employee shall take immediate and appropriate actions to deal with the sexual harassments of work, where the employee becomes aware of the sexual harassment.

A person in charge of an institution who fails to take immediate and appreciate action under shall be liable for the failure.

Any women shall not be sexual harassments
Any offered to which employment
Failure to enact the person to the subject the other to any detrimental chances for the mentioned case

II. SUGGESTIONS

- There should be special teams to solve the harassment faced by women at the working place.
- They should conduct frequent workshops for getting a complete analysis on sexual harassments,
- The organization must commence an counseling to the men working in the sector.
- An individual who is practicing must be severely punished.
- Relevant government has to take the probable action on the cases occurred,
- Women at their working have to go through special motivating sections.
- It Is suggestible to avoid circumstances that are leading such situations ,
- Under Nirbhaya Act 2013 need to be alert under abnormal circumstances,
- We need to provide a separate complaint box to mention the problems faced ,
- It Is necessary for both men and women to conduct some sessions on innovative ideas to be gathered against of harassments

III. CONCLUSION

Finally as per the observation made that the rate of sexual harassment is been increasing day to day. It is also analysed that even though many acts has been introduced to avoid it, we may unable to solve the problem. It is very unfortunate that India stands 4 th in that place, it is also analysed that several hr policies and practices and implemented, especially in the corporate sector are may observe the rate of sexual harassment is More that has to be avoided for better growth and development of India.

REFERENCE

[1] www.google.com