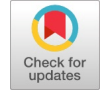


Sexual Harassment at the Workplace: Barrier Within the Course of Progression of Women Employees



Radhika Kapur

Abstract The main objective of this research paper is to acquire an efficient understanding of the criminal and violent act of sexual harassment at the workplace. The female employees are the ones, who are subjected to this criminal and violent act. This is unfavourable on their physical and psychological health and well-being. One of the major disadvantages is, concentration abilities of the victims get impeded. Furthermore, there is a decline in motivation levels. The male employees are the doers of this act. The victims get compelled to leave their jobs. In all types of organizations, there have been formulation of laws and rules, which are enabling the individuals to alleviate this criminal and violent. Furthermore, all the members of the organizations, irrespective of their job positions in the hierarchy need to ensure, communication processes need to take place in an effective manner. Furthermore, they need to treat each other with respect and courtesy. As a consequence, one will render an important contribution in forming cordial and amiable terms and relationships with each other. Furthermore, they will be able to achieve organizational goals and lead to up-gradation of overall structure of the organizations. In other words, to progression, mutual understanding needs to be developed among all the members. Therefore, it is well-understood that sexual harassment at the workplace is a barrier within the course of progression of women employees. The main concepts that are taken into account in this research paper are, sexual harassment is disadvantageous in leading to progression of organizational structure, consequences of experiencing sexual harassment and measures to be put into operation in eliminating sexual harassment.

Keywords: Elimination, Female Employees, Employment Settings, Job Duties, Organizations, Progression, Sexual Harassment, Workplace

I. INTRODUCTION

Within all types of employment settings, the individuals, belonging to different age groups, genders, educational qualifications and job positions have one of the primary goals of doing well in their job duties and generate desired outcomes. Hence, in order to achieve professional goals, safe workplace is the right of every woman. The female employees are the ones, who are subjected to the criminal act of sexual harassment within workplace.

The sexual harassment is the criminal act, which involves sexual or attempted rape or sexual assault, unwanted pressure for sexual favours, unwanted touching, unwanted sexual gestures, unwanted telephone calls, which are of sexual nature and giving of indecent comments. The female employees are the ones, who are subjected to sexual harassment (Sexual Harassment, n.d.). This has unfavourable effects on their physical as well as psychological health and well-being. This criminal act is not only detrimental in promoting women empowerment, but there are occurrences of problems within the course of putting into operation job duties and responsibilities. Therefore, sexual harassment is a criminal and violent act, which is giving rise to barriers within the course of leading to up-gradation of workforce and overall structure of the organizations. The victims of sexual harassment are experiencing gross violation of the rights of women to equality and dignity. It has its roots in the patriarchy and attendant perception that men are superior as compared to their female counterparts. Within the workplace, sexual harassment is regarded as harmless and insignificant. The women have not reported the matter to the concerned employers. They are affected from the physical as well as psychological perspectives (Wallen, 2015). The main reasons that they do not report the matter to the concerned employers are, fear of reprisal from the harasser, fear of losing one's jobs, being stigmatized and losing one's professionalism. In not only India, but in other countries of the world as well, it is regarded as violation of women's rights. It is a form of violence against women. The physical health conditions of women get affected and they experience various types of health problems and illnesses. The main reason being, they feel stressed to such a major extent that physical health conditions of victims get affected. Therefore, within all types of workplaces, it is necessary to formulate laws and rules against sexual harassment.

A. Sexual Harassment is Disadvantageous in Leading to Progression of Organizational Structure

In order to do well in one's job duties, achieve desired goals and objectives and lead to up-gradation of overall structure of the organizations, it is of utmost significance for all employees to lead to up-gradation of motivation levels. These are facilitating in stimulating the mind-sets of the individuals. As a consequence, one will put in efforts to their best abilities in generating desired outcomes. This is facilitating in carrying out all types of job duties and responsibilities in a well-organized manner.

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The experiencing of the criminal act of sexual harassment is unfavourable on a comprehensive basis. As a consequence, victims will not feel comfortable within the workplace. This criminal and violent act is unfavourable in promoting well-being and goodwill of individuals as well as the overall structure of the organizations. It is apparently understood, as a consequence of experiencing this act, there will be decline in motivation and concentration levels towards tasks and activities. Furthermore, one will not be able to meet the expectations of individuals in leadership positions. It is unfortunate to note that the ultimate outcome is, individuals tend to lose their jobs. Therefore, it is well-understood, sexual harassment is disadvantageous in leading to progression of organizational structure. Within the course of putting into operation various types of job duties and responsibilities, it is necessary to lead to up-gradation of analytical and critical-thinking skills. The analytical skills are the ones, which are facilitating in conducting analysis of various types of alternatives and options that are available. After the analysis is conducted, selection is made of the most suitable and worthwhile alternative or option. On the other hand, critical-thinking skills are facilitating in implementing rational, logical and methodological thinking. These skills are facilitating in putting into operation various types of tasks and activities in a well-organized and disciplined manner.

As a consequence of experiencing sexual harassment, one will not be able to implement their competencies and abilities in a well-organized and satisfactory manner. In this manner, they will not be able to carry out their job duties and responsibilities in accordance to the expectations of individuals in leadership positions. Furthermore, one will not be able to make use of various types of modern, scientific and innovative methods and materials in putting into operation job duties and responsibilities. They will not be aware of these and will not be able to implement these in a well-organized manner. Hence, the ultimate outcome is, one will incur the feeling of dissatisfaction. Therefore, it can be stated, sexual harassment is disadvantageous in leading to progression of organizational structure. Within the course of putting into operation their job duties and responsibilities, the individuals get overwhelmed by different types of dilemmas and challenging situations. These are related to job duties, responsibilities, methodologies, procedures, techniques, approaches, work pressure, lack of implementation of time-management skills, lack of analytical, critical-thinking and problem-solving skills, scarcity of financial, human, technical, material and information resources, lack of infrastructure, amenities and facilities and so forth. The different types of dilemmas and challenging situations gives rise to barriers within the course of putting into practice different types of tasks and activities. As a consequence, one experiences obstacles within the course of generation of desired outcomes.

As a consequence of experiencing the criminal and violent act of sexual harassment, the victims get disheartened to such a major extent that they are unable to put into practice analytical, critical-thinking and problem-solving skills. Furthermore, they are unable to prevent different types of problems from giving rise to impediments within the course of putting into operation various job duties and

responsibilities. The main reason being, both the victims and the doers are unable to put into operation different types of tasks and activities in a well-organized and satisfactory manner. Therefore, it is understood on a comprehensive basis that sexual harassment is disadvantageous in leading to progression of organizational structure.

B. Consequences of Experiencing Sexual Harassment

The individuals are required to be well-informed in terms of the factor that sexual harassment is regarded as one of the major criminal and violent acts. The experiencing of these within workplace is regarded as one of the major disadvantages. It is considered to be unfavourable within the course of doing well in one's job duties and responsibilities; achieving organizational goals and leading to up-gradation of overall structure of the organizations (We Need to Pay Attention to the Harm Caused by Psychological Abuse, 2018). Therefore, consequences of experiencing sexual harassment are, experiencing decline in motivation levels; inability to implement analytical and critical-thinking skills; unable to provide solutions to various types of problems; inability to implement effective communication processes; inability to meet the expectations of individuals in leadership positions and problems in achieving organizational goals. These are stated as follows:

C. Experiencing Decline in Motivation Levels

In order to do well in one's job duties, achieve desired goals and objectives and lead to up-gradation of overall structure of the organizations, it is of utmost significance for all employees to lead to up-gradation of motivation levels. These are facilitating in stimulating the mind-sets of the individuals. As a consequence, one will put in efforts to their best abilities in generating desired outcomes. This is facilitating in carrying out all types of job duties and responsibilities in a well-organized manner. The experiencing of the criminal act of sexual harassment is unfavourable on a comprehensive basis. As a consequence, victims will not feel comfortable within the workplace.

This criminal and violent act is unfavourable in promoting well-being and goodwill of individuals as well as the overall structure of the organizations. It is apparently understood, as a consequence of experiencing this act, there will be a decline in motivation and concentration levels towards job duties and responsibilities. Furthermore, one will not be able to meet the expectations of individuals in leadership positions. It is unfortunate to note that the ultimate outcome is, individuals tend to quit their jobs or are asked to leave. Therefore, experiencing decline in motivation levels is regarded as one of the critical consequences of experiencing sexual harassment.

II. INABILITY TO IMPLEMENT ANALYTICAL AND CRITICAL-THINKING SKILLS

Within the course of putting into operation various types of job duties and responsibilities, it is necessary to lead to up-gradation of analytical and critical-thinking skills.



The analytical skills are the ones, which are facilitating in conducting analysis of various types of alternatives and options that are available. After the analysis is conducted, selection is made of the most suitable and worthwhile alternative or option. On the other hand, critical-thinking skills are facilitating in implementing rational, logical and methodological thinking. These skills are facilitating in putting into operation various types of tasks and activities in an efficient and disciplined manner. As a consequence of experiencing sexual harassment, one will not be able to implement their competencies and abilities in an effective and satisfactory manner. In this manner, they will not be able to carry out their job duties and responsibilities in accordance to the expectations of individuals in leadership positions. Furthermore, one will not be able to make use of various types of modern, scientific and innovative methods and materials in putting into operation job duties and responsibilities. They will not be aware of these and will not be able to implement these in a well-ordered manner. Hence, the ultimate outcome is, one will incur the feeling of dissatisfaction. Therefore, inability to implement analytical and critical-thinking skills is one of the adverse consequences of experiencing sexual harassment.

A. Unable to Provide Solutions to Various Types of Problems

Within the course of putting into operation their job duties and responsibilities, the individuals get overwhelmed by different types of dilemmas and challenging situations. These are related to job duties, responsibilities, methodologies, procedures, techniques, approaches, work pressure, unawareness in terms of various subjects and concepts, lack of implementation of time-management skills, lack of analytical, critical-thinking and problem-solving skills, scarcity of financial, human, technical, material and information resources, lack of infrastructure, amenities and facilities and so forth. The different types of dilemmas and challenging situations gives rise to barriers within the course of putting into practice different types of job duties and responsibilities. As a consequence, one experiences obstacles within the course of generation of desired outcomes. As a consequence of experiencing the criminal and violent act of sexual harassment, the victims get discouraged to such a major extent that they are unable to put into practice analytical, critical-thinking and problem-solving skills. Furthermore, they are unable to prevent different types of problems from giving rise to impediments within the course of putting into operation various job duties and responsibilities. The main reason being, both the victims and the doers are unable to put into operation different types of tasks and activities in a regimented and suitable manner. Therefore, unable to provide solutions to various types of problems is a severe consequence of experiencing sexual harassment.

B. Inability to Implement Effective Communication Processes

Within workplace, there are some job duties, which are carried out on an individual basis, whereas, there are others, which are put into practice through working in co-ordination with other members. Hence, within workplace, it is of utmost significance to put into operation effective communication processes. As a consequence of experiencing of sexual harassment, victims get disheartened

to such a major extent that they are unable to put into operation effective communication processes. As a consequence, one has problems in augmenting information in terms of different types of subjects and concepts, exchanging ideas and viewpoints, obtaining answers to different types of questions and clarifying doubts in terms of various types of subjects and concepts. As a consequence of experiencing sexual harassment, one will not be able to implement their competencies and abilities in an effective and satisfactory manner. In this manner, they will not be able to carry out their job duties and responsibilities in accordance to the expectations of individuals in leadership positions. Furthermore, one will not be able to make use of various types of pioneering methods and materials in putting into operation job duties and responsibilities. In addition, one will render an important contribution in putting into operation various tasks and activities in an effective manner. Therefore, inability to implement effective communication processes is an unfavourable consequence of experiencing sexual harassment.

C. Inability to Meet the Expectations of Individuals in Leadership Positions

It is apparently understood that individuals in leadership positions have certain expectations from their employees. As a consequence of experiencing sexual harassment, one will not be able to implement their competencies and abilities in an effective and satisfactory manner. In this manner, they will not be able to carry out their job duties and responsibilities in accordance to the expectations of individuals in leadership positions. Furthermore, one will not be able to make use of various types of skills and abilities. One of the important aspects that needs to be taken into account is, individuals will not be able to overcome various types of setbacks. The main reason being, experiencing of sexual harassment hurts victims to such a major extent that they do not feel comfortable within the workplace. Within workplace, there are some job duties and responsibilities, which are carried out on an individual basis, whereas, there are others, which are put into practice through working in co-ordination with other members. Hence, within workplace, it is of utmost significance to carry out job duties and responsibilities, which are in accordance to the expectations of individuals in leadership positions. Due to sexual harassment, one is overwhelmed by number of dilemmas and challenging situations within the course of carrying out tasks and activities in a satisfactory manner. Therefore, inability to meet the expectations of individuals in leadership positions is a disadvantageous consequence of experiencing sexual harassment.

III. PROBLEMS IN ACHIEVING ORGANIZATIONAL GOALS

The different types of organizational goals are, leading to an increase in productivity and profitability; carrying out recruitment and selection methods in a well-organized manner; leading to up-gradation of training and development programs;



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utilizing different types of modern, scientific and innovative methods and materials within the course of carrying out tasks and activities; development of mutual understanding with others; managing financial, human, technical, material and information resources; making provision of infrastructure, amenities and facilities; conducting research through various sources on regular basis; augmenting different types of skills and abilities and leading to up-gradation of overall structure of the organizations. Throughout their jobs, one needs to be well-informed in terms of ways of achievement of different types of goals and objectives. As a consequence of experiencing sexual harassment, one will not be able to implement their skills and abilities in an efficacious and agreeable manner. In this manner, they will not be able to carry out their job duties and responsibilities in accordance to the expectations of individuals in leadership positions. Furthermore, one will not be able to make use of various types of skills and abilities. One of the important aspects that needs to be taken into account is, individuals will not be able to overcome various types of setbacks. The main reason being, experiencing of sexual harassment impedes the competencies, abilities and aptitude of the individuals. Therefore, problems in achieving organizational goals are a detrimental consequence of experiencing sexual harassment.

A. Measures to be Put into Operation in Eliminating Sexual Harassment

The individuals, belonging to all occupations, communities and socio-economic backgrounds need to acquire an efficient understanding of meaning of sexual harassment. This is the criminal and violent act, which has proven to be unfavourable to the individuals on a comprehensive basis (To hit a Person, n.d.). Hence, the individuals in leadership positions are vested with the authority and responsibility of formulating laws and rules. These need to be focused on eliminating sexual harassment. Furthermore, the doers need to be subjected to disciplinary action. Within all types of organizations, measures need to be put into operation in eliminating sexual harassment. The measures are manageable as well as complicated, these are put into operation in more amount of time or can be less time-consuming and these are implemented on one's own or through obtaining support and assistance from other individuals. One of the important aspects that needs to be taken into account is, all types of measures are required to be put into practice in a satisfactory manner. In other words, positivity needs to be reinforced in all types of measures. Therefore, measures to be put into operation in eliminating sexual harassment are stated as follows:

B. Implementing Effective Communication Processes

The members of the organizations, both males and females are required to implement effective communication processes. They need to be well-equipped in terms of communication ethics, i.e. making use of polite language and decent words; treating others with respect and courtesy; making provision of factual information; depicting the traits of helpfulness and co-operation and possessing an approachable nature and an amiable attitude. The acknowledgment and implementation of communication ethics will carry out communication processes in an

effective manner. Hence, when communication processes will be put into operation in an effectual manner, one will render an important contribution in eliminating sexual harassment. The main reason being, one will contribute efficiently in forming cordial and amiable terms and relationships with each other. Hence, it is of utmost significance for all members to acknowledge the meaning and significance of effective communication processes. The communication processes takes place in a verbal and written form. Verbal communication takes place face to face or phone, whereas, written communication takes place through exchanging messages and emails. Therefore, implementing effective communication processes is regarded as one of the indispensable measures to be put into operation in eliminating sexual harassment.

C. Forming Positive Viewpoints Regarding Various Factors and Individuals

The individuals are required to form positive viewpoints in terms of various factors of the organizations and individuals whom one is working and dealing with. The positivity in the viewpoints is facilitating in leading to up-gradation of motivation and concentration levels towards implementation of tasks and activities. Furthermore, the mind-sets of the individuals get stimulated towards carrying out various types of job duties and responsibilities in a well-organized and regimented manner. In other words, one will be wholeheartedly committed towards meeting the expectations of individuals in leadership positions. Hence, individuals, belonging to all job positions in the hierarchy need to form positive viewpoints in terms of various factors and superiors, subordinates and colleagues. The positivity in viewpoints and perspectives will be facilitating in putting into operation effective communication processes. Furthermore, individuals will treat each other with respect and courtesy. In addition, one will put in their best efforts in achieving organizational goals and leading to up-gradation of overall structure of the organizations. Therefore, forming positive viewpoints regarding various factors and individuals is one of the significant measures to be put into operation in eliminating sexual harassment.

D. Reinforcing a Constructive Approach

The individuals, belonging to all job positions in the hierarchy are required to reinforce a constructive approach. This approach is facilitating in forming positive viewpoints in terms of various factors and individuals, whom one is working and dealing with. The reinforcement of a constructive approach is facilitating in leading to up-gradation of motivation and concentration levels towards implementation of all types of job duties and responsibilities. Furthermore, the mind-sets of the individuals get stimulated towards carrying out various types of job duties and responsibilities in a well-ordered and regimented manner. In other words, one will be wholeheartedly committed towards meeting the expectations of individuals in leadership positions.



Hence, one needs to acknowledge the meaning and significance of this approach on regular basis, throughout their jobs. The reinforcement of a constructive approach will be facilitating in putting into operation effective communication processes. Furthermore, individuals will treat each other with respect and courtesy. In addition, one will possess the abilities to work under stress in achieving organizational goals and leading to up-gradation of overall structure of the organizations. Hence, this is efficacious in creating an amiable and pleasant environment within the workplace. As a consequence, one will render an important contribution in eliminating sexual harassment. Therefore, reinforcing a constructive approach is an expedient measure to be put into operation in eliminating sexual harassment.

IV. PROVIDING EQUAL RIGHTS AND OPPORTUNITIES

Within the organizations, individuals are different from each other in terms of number of factors, i.e. castes, creeds, races, religions, genders, age groups, ethnicities and job positions. The individuals are in different job positions in accordance to their educational qualifications, skills and abilities. Hence, individuals, belonging to all job positions need to be provided with equal rights and opportunities. The provision of equal rights and opportunities will be facilitating in eliminating the criminal and violent act of sexual harassment. The main reason being, the individuals will not possess any types of negative feelings in terms of others, when they are given equal rights and opportunities.

Individuals will form the viewpoint that all individuals are equal and they do not have the right of getting engaged in criminal and violent act of sexual harassment. In order to carry out all types of tasks and activities in a satisfactory manner, it is necessary for individuals to make provision of equal rights and opportunities to all. The job duties, which are implemented through working in collaboration and integration with other members, can be carried out via effective communication processes. Hence, it is indispensable to form pleasant and amiable terms and relationships with others. Therefore, providing equal rights and opportunities is an eminent measure to be put into operation in eliminating sexual harassment.

A. Not Discriminating Against Others

Within all types of organizations, there should not be any type of discriminatory treatment in terms of other individuals. The individuals are in different job positions in accordance to their educational qualifications, competencies and abilities. Hence, individuals, belonging to all job positions need to be provided with equal rights and opportunities. Furthermore, it needs to be ensure, there is not any discrimination on the basis of any factors. One of the major aspects that is necessary to eliminate discriminatory treatment is, provision of equal rights and opportunities. This will be facilitating in eliminating the criminal and violent act of sexual harassment. The main reason being, the individuals will not possess any types of negative feelings in terms of others, when they are given equal rights and opportunities. In order to carry out all types of job duties and responsibilities in a satisfactory manner, it is necessary for individuals to make provision of equal

rights and opportunities to all. This is regarded as the key in eliminating discriminatory treatment. The job duties, which are put into practice through working in co-ordination with other members, can be carried out via effective communication processes. Hence, it is indispensable to form pleasant and amiable terms and relationships with others. Therefore, not discriminating against others is a renowned measure to be put into operation in eliminating sexual harassment.

B. Treating Others with Respect and Courtesy

All the members, irrespective of their job positions in the hierarchy need to treat each other with respect and courtesy. For this purpose, one needs to be well-informed in terms of certain factors, i.e. maintaining eye contact, when communication takes place face to face; honing technical skills; making use of polite language and decent words; making provision of factual information; depicting the traits of helpfulness and co-operation and possessing an approachable nature and an amiable attitude. The acknowledgment and implementation of these factors will carry out communication processes in an effective manner. Furthermore, one will treat each other with respect and courtesy. Hence, when communication processes will be put into operation in an effectual manner, one will render an important contribution in eliminating sexual harassment.

In order to carry out all types of job duties and responsibilities in a successful manner, it is necessary for individuals to make provision of equal rights and opportunities to all. This is regarded as the key in eliminating discriminatory treatment. The job duties, which are put into practice through working in co-ordination with other members, can be carried out via effective communication processes. Hence, it is indispensable to form pleasant and amiable terms and relationships with other members. Furthermore, one needs to ensure, they do not impose any harm on anybody. Therefore, treating others with respect and courtesy is a noteworthy measure to be put into operation in eliminating sexual harassment.

C. Depicting the Traits of Helpfulness and Co-Operation

Within the organizations, there are some job duties, which are put into operation on an individual basis, whereas, there are others, which are implemented through working in co-ordination with other individuals. Hence, it is of utmost significance to depict the traits of helpfulness and co-operation. The male and female employees do work in collaboration with each other on various projects and assignments. They need to develop mutual understanding with each other in carrying out their tasks and activities in a successful manner. Furthermore, it is necessary for individuals to form pleasant and amiable terms and relationships with each other. Both male and female employees need to be helpful and co-operative with each other. Within the course of carrying out various types of projects and assignments, when male employees are overwhelmed by certain types of dilemmas, they take help from female employees.

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As a consequence, they will take help and support from female employees. Furthermore, they will treat them with respect and courtesy. When morality, ethics, respectfulness and politeness will be reinforced, there will not be any room for this criminal and violent act. Furthermore, the acknowledgement and implementation of these traits will be facilitating in eliminating sexual harassment. Therefore, depicting the traits of helpfulness and co-operation is a notable measure to be put into operation in eliminating sexual harassment.

D. Possessing an Approachable Nature and Amiable Attitude

Possessing an approachable nature and amiable attitude is regarded to be of utmost significance in eliminating the criminal and violent act of sexual harassment. This is regarded as vital in not only developing mutual understanding with others, but also in doing well in one's job duties, achieving desired goals and objectives and leading to up-gradation of overall structure of the organizations. For this purpose, one needs to be well-informed in terms of certain factors, i.e. forming positive viewpoints in terms of various factors and individuals; reinforcing a constructive approach; maintaining eye contact, when communication takes place face to face; honing technical skills; making use of polite language and decent words; making provision of factual information; depicting the traits of helpfulness and co-operation and reinforcing the traits of efficiency, honesty and truthfulness.

The acknowledgment and implementation of these factors will put into practice communication processes in an effective manner. Furthermore, one will treat each other with respect and courtesy (Unit 6, n.d.). As a consequence of acknowledging and implementing all these factors, one will render an important contribution in eliminating sexual harassment. Therefore, possessing an approachable nature and amiable attitude is a favourable measure to be put into operation in eliminating sexual harassment.

E. Being Well-Informed Regarding Job Duties and Responsibilities

All the members, irrespective of their job positions in the hierarchy need to be well-informed in terms of job duties and responsibilities. These are manageable as well as complicated, these are implemented in less amount of time or can be more time-consuming and these are put into practice on one's own or through working in collaboration and integration with others. Hence, throughout their jobs, one needs to be well-equipped in terms of different types of job duties and responsibilities. The possession of adequate awareness in terms of these will be facilitating in eliminating sexual harassment. The main reason being, all the members will communicate with each other in an effective manner. The individuals are aware of the factor that in order to carry out their work in accordance to the expectations of individuals in leadership positions, they need to develop mutual understanding with each other. Furthermore, they understand that they are required to be moral and ethical in their conduct. In addition, they will inculcate the traits of morality, ethics, diligence and conscientiousness. As a consequence, of recognizing and implementing all these factors, there will not be any room for the criminal and violent act of sexual harassment.

Therefore, being well-informed regarding job duties and responsibilities is a productive measure to be put into operation in eliminating sexual harassment.

F. Being Well-Equipped in Terms of Methodologies and Procedures

All the members, irrespective of their job positions in the hierarchy need to be well-informed in terms of methodologies and procedures. These are referred to the ways of doing well in one's job duties and generating desired outcomes. Throughout the jobs of the individuals, they need to possess adequate information in terms of these and generate desired outcomes. The possession of adequate awareness in terms of these will be facilitating in eliminating sexual harassment. The main reason being, all the members will communicate with each other in an appropriate manner. The individuals are aware of the factor that in order to carry out their work in accordance to the expectations of individuals in leadership positions, they need to form cordial and amiable terms and relationships with each other. Furthermore, they understand that they are required to be moral and ethical in their conduct. In addition, they will inculcate the traits of morality, ethics, diligence and conscientiousness. As a consequence, of recognizing and putting into operation all these factors, there will not be any room for the criminal and violent act of sexual harassment. Therefore, being well-equipped in terms of methodologies and procedures is a lucrative measure to be put into operation in eliminating sexual harassment.

V. CONCLUSION

The female employees are subjected to the criminal act of sexual harassment within workplace. Consequences of experiencing sexual harassment are, experiencing decline in motivation levels; inability to implement analytical and critical-thinking skills; unable to provide solutions to various types of problems; inability to implement effective communication processes; inability to meet the expectations of individuals in leadership positions and problems in achieving organizational goals. Measures to be put into operation in eliminating sexual harassment are, implementing effective communication processes, forming positive viewpoints regarding various factors and individuals, reinforcing a constructive approach, providing equal rights and opportunities, not discriminating against others, treating others with respect and courtesy, depicting the traits of helpfulness and co-operation, possessing an approachable nature and amiable attitude, being well-informed regarding job duties and responsibilities, and being well-equipped in terms of methodologies and procedures. Finally, it can be stated, sexual harassment needs to be eliminated to lead to progression of members and organizations.

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I must verify the accuracy of the following information as the article's author.

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