

Workplace Sexual Harassment Reporting, Gender Perceptions, and Mental Health

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Section A:

Overview

The initial report presented an overview of the condition of the workplace for the victim of sexual harassment despite the fact that the laws have been designed to prevent such incidents in the workplace. An incident similar to sexual harassment causes not just damage to an employee who is a victim but also to the employer's reputation regarding the environment of the workplace offered by that employer. The direction of the overall report indicates the perception regarding the effects of sexual harassment in the workplace and the relationship between stakeholders, keeping in view the United Kingdom corporate sector. With the growing competition in this advanced world, organizations must eliminate such challenges, which, as a result, will cause their position to exist in the market. The reason for researching this topic is to identify and present the clarity of the concept of sexual harassment and the implications experienced by the victim to report (Legislation.gov.uk, 2010).

The initial report further presented the definition of sexual harassment as described by the Law of Equality Act 2010. The definition was broader in nature and covered all the aspects of sexual harassment, including violation of the victim's dignity, humiliation and degrading through a hostile environment. The act also includes the categories of sexual harassment, which comes under its nature of remarks through referring colleague sex's life, unwelcome touch and demanding sexual favors. The legislation not just included sexual harassment from colleagues but also from customers or vendors. Even Bullying is also considered sexual harassment when jokes with an offensive nature towards the victims include pornographic images, words or objects (The Guardian, 2016).

The overview of findings in the initial paper also presented two main types of harassment, which helps in understanding the nature and extent of the problem. The first type is Quid Pro Quo refers to sexual harassment, which is done while offering employment benefits in return for sexual favors (Tseng, 2014, p.512). For instance, in the workplace, a supervisor offers a pay raise or promotion and, in return, asks to satisfy sexual demands. Usually, such harassment happens between the employee and the one who holds the power of decision. This type of harassment also includes the threat of job loss or demotion and bad performance reviews in which the subordinate resists giving the sexual favor and the one who is holding the power of decision. The other type of sexual harassment is known as the hostile environment, in which that is frequently sexual comments are being passed, and requests or advances are being made sexually. Unlike quid pro quo, the threat is only limited to

sexual advancement, not job loss or any employment benefits are included. This type of sexual harassment is not just limited to one level but all levels in the organization (Trade Union Congress, 2016).

Research question 1: Gender difference perceptions of sexual harassment

This research question holds significance as both genders have different perceptions in terms of sexual harassment. The harassment, which is sexual, can be a simple look, verbal comment or slight intentional touch, but when it comes to women and men, the variation of these actions holds different extents and degrees. It is a complicated procedure to define the perception that is different from one gender to another gender, the time and country to country. In this regard, women have always been the victim of all forms of sexual harassment in comparison with men; also, as compared to men, women consider each act of harassment offending and serious (Schutte, 2017).

Research question 2: How can sexual harassment have harmful effects on employees' mental health

Sexual harassment is not limited to specific acts, and even the legal action (taken against harassment) doesn't remove adverse effects on the mind and overall personality of the victim in the short term. For this reason, the struggle is longer rather what the world sees it. The initial harassment act starts affecting mental health, and if notorious harassment continues, it further elevates psychological problems, which trigger health-related issues as well. The hostile workplace environment causes anxiety and stress, and it's also damaging to a career. The mental health problems, including the fear of losing the job, also create barriers for the victim to report such incidents (Spector, 2017).

Critical Review of Academic Research Evidence

Research question 1: Gender difference perceptions of sexual harassment

Sexual harassment as an organizational problem can be defined as any type of sexual advances that are sexual, requesting sexual favors or conducting physical acts that are sexual, and all these acts are considered as an offense by the victim and by law. That disposition, which is considered sexual harassment, includes the submission of the result of explicit or implicit advances in which the goal of the individual is attained, rejecting or submitting. This kind of sexual ambition affects the individual in any way or creates a hostile environment, which eventually affects her performance as a result of that offensive or hostile environment. The major element which is the part of perception regarding

sexual harassment is that it challenges and disturbs both the career and psychological well-being. Reportedly, from 19 to 60 percent of women workers at the workplace fall victim to all or a few of the types of sexual harassment (). In light of this report, it can be perceived that one of the causes of sexual harassment is being engaged in a social environment. Sexual harassment or sexual advances committed by colleagues at any level in the workplace are all immoral crimes. Moreover, it's mental torture for women, and that is why all such heinous acts must be reported. In this regard, there are growing concerns about women getting seriously offended by such acts as compared to men. It has a negative effect on performance as the mind gets badly distracted; those who do not respond positively to favors offered against sexual pleasure usually get low-performance reviews from their boss (Kennedy, 2017).

There are two types of sexual harassment that are observed in the workplace. The first one is Quid Pro Quo- which refers to career advancement that is offered by asking women for sexual pleasures. Any other undesired moves that reflect a sexual nature are considered a second type of sexual harassment, known as a hostile environment. In the past, the reports on the quid pro quo type of sexual harassment were easily interpreted, and courts have dealt with many of the cases with successful results as compared to hostile environment reports. There is clarity in a quid pro quo sexual environment as compared to a hostile environment because, according to general perception, decision-makers are in the position to influence female workers even if the selection is based on merit. Sexual harassment of another type, which is a hostile environment, is complicated to interpret because there are no other gains attributed to such incidents (Guy & Fenley, 2014).

If assuming the hostile environment, it also includes jokes or comments that are sexual in nature but are considered normal in social interaction when it comes to working workplace. That is why the perception regarding sexual harassment should be taken into consideration to examine the hostile environment. The standards should be examined to identify the perception of both genders to know which comments, jokes, and advancements that are sexual have the tendency to be considered a hostile environment. Any hostile environment is easily recognized when both genders deem any particular act as sexual harassment. In this regard, researchers have pointed out two factors that are perceived differently by both genders. For men, some acts or remarks that women include in the category of sexual harassment raise questions than those of normal jokes or fun. The point is that these acts shouldn't be offensive to upset the job performance. The reason behind the existence of a hostile sexual environment in the workplace is the difference in perception between men and women in terms of sexual harassment (Burke & Cooper, 2016).

A woman must determine as to which act falls in the definition of harassment irrespective of any perception by both genders. To clarify the general perception of the hostile environment, researchers established a few of the standards that are now taken into account to identify harassment. In the past, there was a trend that what were the acts that are considered sexual harassment by men and women and of course, women deem certain acts/behaviors as sexual harassment. In the same way, few of the jokes, fun, teasing and remarks about women's appearance bother women sexually more than men, especially when such remarks are made in the workplace. This is the reason why men think

differently than women. In their opinion, women shouldn't always consider sexual remarks as harassment. The increase in reported cases of sexual harassment by women has now become just simple reports for men, and they pay less attention to this. According to men's viewpoint every act at workplace doesn't come in the definition of harassment, women's perception however differs in this regard. Whenever any sexual incident takes place anywhere around the world, there is a general perception that a man is always the culprit behind the scenes and is the perpetrator, whereas a woman is a victim, but studies have demonstrated that men have also been harassed sexually. In women, the percentage of harassment was found to be 89%, while 85% of men were sexually harassed, according to all reports. Sexual harassment incidents mostly happen between the boss and subordinate as compared to colleagues at the same level. The study shows that women went through such experiences at the workplace either in the form of sexual remarks or by means of sexual advancement from the male (Pien Et al., 2015).

Another important point that should be considered in the perception differences between males and females regarding sexual harassment is that people, mostly males, pose the question to the victim: why did the woman not stop the harasser in the first place? Why did she let him advance? It is entirely the case when different perceptions matter, as women do ask them to stop, which mostly doesn't help them. But in fact, just a simple act of stopping them even raises the chances of the harassment, the harasser may come up strongly next time. Sexual harassment acts may carry on until the harasser receives punishment. Only the gentle refusal from the victim may not work effectively. Sexual harassment has become the subject of much attention at workplaces in the UK, but there are still some loopholes to address this issue. That is why this research paper focuses on examining the difference in the perception of sexual harassment among genders and how it affects dealing with it. It is observed that sometimes, victim overreacts after facing sexual harassment (verbal or touching). This is the reason why most people don't believe the words of the affected person, and they seriously doubt it. The difference in perception causes this doubt. Therefore, such differences must be addressed comprehensively, and standards should be defined, especially in the US, so that specific acts could be labeled as sexual harassment. (Maulik, 2017).

The review of the literature from previous academic research is being conducted here so that it can also be identified what has been done so far to prevent such incidents. According to the Equality Act 2010, no one must be discriminated against on the basis of color, age, sex and race. Therefore, any discrimination is illegal. Further, in the light of this act harassment is defined as the act or remark of a person that makes other person feel humiliated. The addition of clause VII in this act states that it is mandatory for the employer to investigate and take necessary actions whenever any complaint is made. The Protection of harassment act 1997 clearly prohibits individuals from adopting any act that can be attributed to harassment by any means. The protection act aimed to create a harassment-free environment at workplaces for the safety of workers. It further defines the act that falls in the category of harassment, especially the harassment which is carried out intentionally. Therefore, this act serves as an encouragement tool for all the victims to come forward and present their case. Also, the Equality Act gives them protection. The primary objective of all these acts is to minimize harassment in the workplace. As a result of the Equality Act, several complaints and cases were

brought forward, which prompted employers to take the matter seriously and then rules were implemented at the workplace according to Equality Act 2010. There will be a clause in the anti-sexual harassment policy that will ensure the privacy of the complainant. If anyone is proven guilty (according to the policy), they will be dismissed (McLaughlin, Uggen & Blackstone, 2017).

A comprehensive policy of sexual harassment demands the involvement of all stakeholders of the company to achieve better results. It will help to break the norms and beliefs to abuse the power and will discourage the attitudes that lead to the act of sexual harassment. In this regard, training must be provided to identify the workplace environment that eventually causes harassment or encourages harassment. In some organizations, there is a culture of cracking dirty jokes and passing sexual remarks, while in some, it is considered indecent and a sexual harassment act. Other notable things related to sexual harassment are inappropriate/unwanted touching or stalking co-workers. Therefore, proper training or workshops on sexual harassment create awareness among the employees in terms of their rights and it'll also interpret the punishments that have been defined in the law for harassers. The employees of an organization create an overall environment at the workplace, and that is why all of them should be on the same page in order to define the limits as a preventive measure from sexual harassment (Glambek, Skogstad & Einarsen, 2018).

The policy to protect and prevent the victim from harassment holds equal significance. Therefore, the focus must be laid upon prevention first. Along with the prevention strategy the issue of difference in perception between males and females must be addressed. The involvement of both genders will help the cause, and it will also facilitate to overcome of the difference in perceptions between the two genders. Any unwanted or rude behavior may not necessarily fall into the category of harassment. The male workers should play a positive role so that their female colleagues feel comfortable with a sense of security at the workplace. In the same way, female workers should realize that some of the behaviors and verbal acts are not sexual harassment (Verkuil, Atasayi & Molendijk, 2015).

Research question 2: How can sexual harassment have harmful effects on employees' mental health

Sexual harassment not only makes victims suffer a single time, but it leaves a long-lasting negative impact on victims' overall mental health. Studies have proven that sexual harassment has severe implications in terms of victims' overall well-being and mental health, as it causes anxiety and depression and affects performance in the workplace (Cortina & Berdahl, 2008). Therefore, it is imperative for the organization to not only focus on the policies that deal with the challenge of sexual harassment but also provide facilitation to the victim with counseling afterward. The study conducted by BMC Public Health on the organization and the workers who have been the victim of sexual harassment by a co-worker or supervisor is more likely to develop depression and other mental health issues. Depression is not only caused by harassment from co-workers but also when employees experience sexual harassment from clients and customers, and this aspect of sexual harassment has always been ignored. The depression that occurs as a result of sexual harassment must not be

ignored as it causes other problems as well, the victim starts performing poorly which may result in her dismissal. Further, it could lead to another alarming thing, and that is suicide attempts or the development of suicidal tendencies. The organization must not just develop policies on the prevention of sexual harassment, but they should also include assistance mechanisms for those who are victims of depression (Okechukwu et al., 2014).

There is a difference between sexual harassment by a colleague and by a third party. The harassment carried out by a co-worker increases the intensity of depression because of the common workplace. The shared workplace makes the victim think that the harassment is unavoidable and there are no other options other than a complaint. The problem arises when it comes to making complaints because many victims don't complain as the perpetrator's authority and position are fear factors for them. Proper counseling in this regard will serve the purpose of overcoming fear within the victim. Furthermore, another reason for stress is when the victim is working under one manager and harassed by a co-worker, it makes the victim think the manager should notice it because it is the expectation of workers to look after when working in the organization (Okechukwu et al., 2014).

Irrespective of their types, all sexual harassments cause continual distress. In fact, a colleague, a senior, or a customer may be a harasser who can cause a stressful, uncomfortable situation for the victim, which then triggers mental health issues. Besides, it is the legal right of the victim to complain about such acts, and the employer is under the legal obligation to deal with such issues (Einarsen & Nielsen, 2015).

Mostly, the harassment cases that are dealt with within the workplace prove to be more effective than those in the courts because the court only holds the perpetrator accountable without giving any caution to the unaware employer. The authorities at the workplace also sometimes knowingly ignore such incidents, but when employers take notice, they give more support to the victim as compared to the courts. Recently, courts also started giving compensation to the victim in the name of compensatory damages, which covers all the expenses of the psychological help of the victim, but still, only a small number of victims were able to take such compensation (Quick & McFadyen, 2017).

The impacts of sexual harassment also vary from victim to victim, and most of the victims are always left with long-term psychological problems. Depression, anxiety and stress are the aftereffects of sexual harassment. Generally, sexual harassment is deemed as a social evil, and that evil is not restricted to the victim alone. Rather, it also affects the people associated with victims. For example, if the victim is a mother of children, she may not be able to focus on the upbringing of her kids, which could be damaging to children's careers. Victim starts living in fear which is more damaging for her life, the sense of humiliation is embedded in overall personality. Further, the victim becomes revengeful towards society; she mostly considers the whole of society responsible for the appalling act of harassment that was faced. The reason behind considering workplace sexual harassment more effective and severe as compared to sexual harassment by any other third party in other places because the office is the place where most of the time is spent after home, and that is why some employees have very close associations with their workplaces and when their expectations shatter as

a result of sexual harassment, they feel devastated.

All of these impacts of sexual harassment lead to financial stress, and the victim starts facing problems to meet the daily expenses. In this regard, research conducted by the National Council for Research shows the statistics of a number of women who have left their jobs just because of sexual harassment. It severely causes their jobs and careers, which should be intolerable for a society where there is a law of equal opportunity employment. Living in a society in which it is a fundamental right of every citizen to live free and equal to all should focus on the liberation of women by protecting them from sexual harassment (Basford, Offermann & Behrend, 2014).

The other aspect of mental health problems is when the victim doesn't report the harassment but rather takes self-help by leaving the job. It causes financial problems, which also affects mental health. When the career of victims starts getting affected by switching jobs, it then causes them stress and anxiety even though they are equally working hard. According to a study the level of financial stress is high as a result of the sexual harassment experience faced by the victim during the initial stage of the career, it further leads to frequent job switching which is not good for a successful career. In order to provide employees safe environment, companies should adopt the policy of zero tolerance for sexual harassment by any means. This policy will support the victim morally as only holding the harasser accountable won't be 100% ideal for the victim. In this regard, organizations should implement effective policies that convey the message loud and clear about the unacceptability of any act of harassment. In case any incident of harassment occurs, then authorities should take a decision in such a way that it could set an example for the prevention of these acts in the future. The mechanism of reporting should be strong enough so that the victim doesn't feel any fear of retaliation. The organizations should maintain confidentiality to encourage victims to report any harassment act that is aimed at them. (Leskinen, Rabelo & Cortina, 2015).

Absence due to sexual harassment in the workplace also affects companies. If the victim is an efficient employee, then the company also suffers in terms of low productivity. Every organization wants maximum effort from employees. Therefore, the responsibility to ensure the safety of employees lies with the authorities of the organization as well. In this regard, a strong stance and effective play a vital role in avoiding sexual harassment. This cost is not included in the cost of legal or litigation.

The other aspect of sexual harassment is a demonstration of power, control and authority. These are also associated with psychological damage because the power that is shown to sexually harass a woman is the result of her objectification. Women face sexual harassment more as compared to men because, by nature, they are more sensitive, and they often feel they are not treated in a respectful manner (Kennedy, D, 2017). In an organization, the men who are sitting at the top level have greater responsibilities. If they exploit women by any means, they shouldn't get away with such crime, be it chairman or CEO of the company. Women work wholeheartedly in organizations, but when their trust shatters, it is so destructive to their personalities and careers. While the struggle for women continues, the men who see them with no importance show the audacity to harass them sexually

(Page, Pina & Giner-Sorolla, 2016).

The reporting mechanism should be proper to give support to the complainant, and even if the accused is proven innocent, the organization's strong system and proper investigation mechanism should reflect the support and no-tolerance policy for sexual harassment. Losing valuable employees shouldn't be an option for the organization, regardless of any case.

According to the research, the evil of sexual harassment still exists in the workplace despite several laws that are in place to protect employees from their co-workers, bosses and supervisors. This indicates that controlling sexual harassment is one of the bigger challenges of society. In this regard, further research is also being carried out about the mental health of victims with the other areas that are under discussion.

Dealing with sexual harassment issues is a daunting task, as its intensity can't be gauged. Regarding mental health, the victim requires a long-term rehabilitation process that should be developed to provide psychological help. Three basic steps in this regard play an instrumental role: 1) Prevention of sexual harassment. 2) Responding to sexual harassment with a positive approach, irrespective of any outcome. 3) Thorough and proper investigation. The law enforcement agencies alongside researches signify these three elements but victim's mental health issue should be the priority under these circumstances.. As mentioned earlier, researchers have suggested training programs that guide the victim in dealing with harassment and how to deal with it afterward. The sexual harassment intervention model emphasizes the proactive approach instead of the reactive one. This further suggests the active participation of higher authorities of organization and law enforcement agencies if needed.. Including all these, support for the effects on mental health should be equally prioritized, which helps in building the career, organization's benefit and empowerment of the victim emotionally (Kensbock et al., 2015).

Conclusions

This report has identified and provided a critical overview of the past literature that is available regarding both the aspects of sexual harassment and the difference in the perception and the mental issues. The different perceptions of gender-related sexual harassment are one of the major reasons that cause a hostile environment for the victim of sexual harassment. A number of key points have supported and presented different aspects of sexual harassment when it comes to perception. During the review of available literature, a level of understanding about sexual harassment in the workplace was developed. Sexual harassment as an organizational issue can be defined as any type of advance that is sexual in nature, requesting sexual pleasure or having a physical act that is sexual; all such acts are considered as the offense by the one who is at the receiving end. That disposition, which is considered to be sexual harassment, includes the submission of the result of explicit or implicit advances in which the goal of the individual is attained, rejecting or submitting. This kind of goal affects the individual in any way or creates a hostile environment for the individual, which eventually

affects the performance of that individual as a result of that offensive or hostile environment.

The evidence by the different researchers divides sexual harassment into two types to develop a strong understanding. The first type is Quid Pro Quo, which means any kind of sexual harassment act or sexual favor that is asked with a promise of giving a promotion in any organization. Another type is a hostile environment, which indicates undesired sexual moves or advances aimed at the victim or any undesired moves of a sexual nature. In the past, the reports on the quid pro quo type of [sexual harassment](#) were easily defined, and they were dealt with on merit by the court. When it comes to the hostile environment, to clarify the gender perception, researchers established a few of the standards that are now taken into account to identify the harassment. There is a perception difference between males and females regarding sexual harassment; males often pose the question of why the women did not attempt to stop the harasser in the first place. That is why this research paper will focus on examining the difference in the perception of sexual harassment among genders and how it affects dealing with it. It can be seen that one of the most important reasons why the sexual harassment incidents happen in the workplace and at times people don't believe victim straight forwardly because victim often overreacts, this is certainly the case of change in perception. This difference in perception must be bridged, and in this regard, standards must be defined in the UK. By doing so, specific acts could be classed as sexual harassment.

Section B:

Usefulness, potential Implications and Impact:

The usefulness of this research will possibly help to identify the following points, which are also the findings of the overall research:

Types of sexual harassment in the workplace.

Perception differences between genders.

Reasonable standard women defined by the United States of America

How the co-workers and supervisor can harass the victim.

What motivates the harasser to conduct such an act?

What are the impacts of sexual harassment on the victim?

The two types of sexual harassment which were identified during the critical analysis of the previous literature can provide help to the business work by attributing to each sector. In the past, the reports on the quid pro quo type of sexual harassment were easily interpreted, and courts have dealt with several of the cases with successful results as compared to hostile environment reports. As

mentioned earlier regarding the help it could provide, every sector has its nature of work. Seeking the help of these two can help create policy when it comes to the supervisor, co-worker and customer dealing. The flaw which is found during the research in the business world that the employer gives more priority to customers who will give them profit rather than focusing on the workers, which undermines their credibility. The policies and focus of the organization should be on the employees' safe working environment (Holland et al., 2016).

The findings of the research also include the perception which should be considered by all the policymakers and the authority of the organisation. Perception leads to the cultural development of the organization, and in this type of environment, there are a few of the acts that employees started not to take as sexual harassment. But few employees are uncomfortable in such an environment (Miner & Cortina, 2016).

In the past, if consider what men and women perceive as sexual harassment and which gender considers more acts of harassment, then women are more likely to consider the more behavioral acts as harassment. In the same way, few of the jokes, fun, teasing, and looks remarks which are bothering sexual women more than men, especially when those remarks are presented in a workplace. It could be the reason why men think differently than women because, in their opinion, women shouldn't always consider sexual remarks as harassment because they are merely verbal. In men's perception, every act is not harassment, and The general perception around the world is that whenever an incident happens, the man will always be considered to be a perpetrator and the woman as the victim, but studies have also revealed that men have also been the victim of sexual harassment on a frequent basis. The difference in the perception should be identified and communicated while creating the policy in the corporate offices. Communication is the core of the business, and it should be defined as clearly as possible (Jiang et al., 2015).

The other most significant impact that was found during the critical analysis was the psychological effect on the victim.

The implications of this research are the difference in the perception and the psychological issues faced by the victims. The study shows that both genders face sexual harassment because it's all about creating an uncomfortable environment and gaining a hidden agenda. Sometimes, the harasser is seeking sexual favors, and there are some other benefits that can be taken from such acts. Sexual harassment works differently for both genders, and that is the reason behind the changed perception. The psychological problems that were ignored all this while show that the reason for low performance and employee turnover is due to the sexual harassment impacts on mental well-being (Dunlap et al., 2015).

Research Recommendations

The results of the study, which can be recommended to future researchers, include a few of the points that need in-depth knowledge. The perception which causes the sexual harassment and the mental

health affected by the sexual harassment. Both are important points that are hidden and ignored by past researchers. The laws that are being created don't include these two points in any clause. The organization, rather reactive to any sexual harassment case, first needs to look at the environment that is created by them and the employees. Future research should be based on the environment that leads the sexual harassment (Lea, R, 2017). The findings suggest that differences in the perception among males and females are the reason for most sexual harassment cases. In a working environment where jokes that are sexual are common can lead to such incidents. The other significant reason is the position of female employees, which undermines their credibility. Therefore, perception, mental health and women's credibility should be the focus of future research. These points should be related to the culture and environment of the organization. The victims, instead of bringing the incident to the notice of authorities, choose to leave the organization. The future study should focus specifically on the female worker's performance, turnover and sexual harassment. The proposed model here will help in strengthening the working environment for both genders. It will clear the limits, and businesses can implement those findings so that the number of incidents can be minimized.

Reflection

After completing this Business Research Report, in my opinion, the amount of knowledge I have gained throughout the exploration of sexual harassment topics, policies related to it, laws and the impacts have greatly contributed to a better understanding of the challenges that the business world faces in the workplace. It developed the skills to undertake this research, critical analysis of issues, and take all the implications into account when deciding both my personal life and professional life. Particularly the learning related to the policies developed and implemented such policies regarding sexual harassment within the corporate sector and I am greatly inspired by the amount of insight this research topic has given me. In the future, while pursuing a career in the business world, I will be able to demonstrate my knowledge of the challenges an organization faces and implement the knowledge for the benefit of the organization and the enhancement of my potential.

The amount of knowledge that I have gathered through this particular research project I feel such skills and knowledge made me aware of the rational ways of writing and thinking out of the box. This research project contributed to my writing skills in a way that writing solely by description is no longer needed, but providing my thoughts and knowledge into the analysis provided me with important knowledge of the topic. In this research project, presenting my idea has made me able to demonstrate my knowledge and provided me the chance to analyze the previously available research on the issue critically. The confidence that I have gathered from this project through assessing the academic literature and using the sources will help in the future.

The skills that I have learned also include the search for relevant academic sources, which is the core of research in a professional manner. The time which was spent on the gathering of data provided how I can manage the time while working on projects. There were several arguments in all the

sources which I have found, some of them were similar, and some were opposite, this helps me identified which is the credible source regarding the authenticity of the argument. Both the reports contributed to the knowledge of researching because linking the relevant information was needed. The other most significant reason for great learning that this project gave me was the analysis of relevant data on one question, and on the other question, the lack of data made me realize the gap between past researchers.

The confidence that I have gained through this project due to working on it independently proved my abilities, and I will be able to work on projects in the future easily. It was not an easy task, and I encountered difficulties at the start, but I have taken guidance from the notes and lectures, which I am glad about.

This project has contributed greatly to the future perspective of employability, and I will be able to secure a position in the business world with the skills I have learned from this project. This project will be an example of my skills and knowledge to the employers. The knowledge that I have gained through this project will help me demonstrate in the interview. The writing and analytical thinking that I have gained will be positive points in the chance of getting a better job. Such skills, which include time management and working independently, are desirable skills for managers. The project was long enough to prove my abilities to employers that I have a great amount of knowledge and I am self-motivated to work with the crucial skills that are needed in the workplace.

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