



FirstRanker.com

FirstRanker's choice

www.FirstRanker.com

www.FirstRanker.com

ETHICS, DISCRIMINATION AND HARASSMENT @ WORKPLACE

MOD 7



DISCRIMINATION@WORKPLA

- A Sociological term
- Unjust/ unfair treatment based on nation gender, age, religion, color, disability etc
- Resulting in inequality of opportunity treatment
- Seen in all kinds of work settings.

Types

- Age discrimination
- Gender
- Racial
- National origin and language
- Religious
- Sexual orientation- homo/hetero/bi-sexual
- Disability
- Pregnancy
- Pay



Discrimination- for or against

- To some extent desirable
- When certain groups need a 'push' motivation
- Once grown up comfortably, the treatment can be withdrawn
- However, 3 arguments against discrimination: utility, rights and justice

Utility

- Award jobs based on competency not on which category they belong to..
- Diff jobs need diff skills-diff ppl have diff skill/personality
- Choose the one who is most suitable

Rights

- Discrimination violates a person's basic right
- Everyone must be treated as a free person equal to any other person
- i.e. one person/group can't be inferior to another

Justice

- It violates principle of equal opportunity
- One cannot differentiate between people based on matters/characteristics that are not relevant to job they must be performing



Discriminatory practices

- In recruitment- e/e referrals their own nepotism etc
- In screening- during interviews, tests language which they don't understand.
- In promotion- based on seniority, sex, race
- In employment contracts- unequal wages for same work
- In retrenchment-based on race etc

Workplace harassment

- A type of unwelcome action
- To an e/e
- That makes them difficult to perform task

Types

- Emotional
- Physical
- Sexual
- Verbal



Impact (negative impact)

- Person:
 - stress and poor focus
 - Lose confidence
 - Psychological impacts & disorders
 - Insomnia
- Business:
 - Poor worker health
 - Poor relationships@work
 - Low efficiency
 - Bad reputation
 - Increased attrition
 - Poor morale
 - Increased costs



Creating awareness..

- e/e-must b trained to act upon common gestures, manners etc that could lead to harassment
- Builds trustworthy relationship betn e/e & mgt
- Ensure e/e know the laws, their rights, procedures for reporting, their duties to promote an ideal and safe workplace.



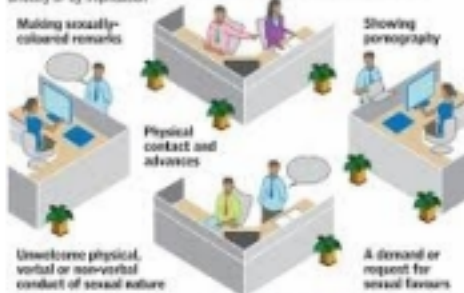
WHO IS AN EMPLOYER & WHO IS AN EMPLOYEE?

Employer is any person responsible for the management, supervision and control of the workplace.

Anyone employed on a regular, temporary, ad hoc or daily wage basis is an employee. The Act covers those working for a remuneration, on a voluntary basis, trainees and apprentices. The employee could have been hired either directly or through an agent.

WHAT IS SEXUAL HARASSMENT?

According to the Act, 'sexual harassment' includes the following, whether directly or by implication:



APRIL IS SEXUAL ASSAULT AWARENESS MONTH

4/1 IT'S TIME TO TALK ABOUT SEXUAL ASSAULT
A day of education and awareness about sexual assault and sexual harassment. Hosted by A.T.O.

4/8 THE HUNTING GROUND FILM SCREENING
A film about sexual assault and sexual harassment. Hosted by A.T.O.

4/14 R.A.D. Self-Defense Training
A day of education and awareness about sexual assault and sexual harassment. Hosted by A.T.O.

4/16 Walk A Mile In Her Shoes
A day of education and awareness about sexual assault and sexual harassment. Hosted by A.T.O.

4/17 Devise Day
A day of education and awareness about sexual assault and sexual harassment. Hosted by A.T.O.

4/20 Brian's Fundraiser
A day of education and awareness about sexual assault and sexual harassment. Hosted by A.T.O.

4/22 Take Back the Night
A day of education and awareness about sexual assault and sexual harassment. Hosted by A.T.O.



NO MEANS NO





Ways of creating awareness

- Training- issues, policies and procedures
- Harassment policies to be known to educate (bulletins/ charts etc)
- Have effective complaint procedures
- Serious treatment of all reporting
- Enforce policies evenly

Sexual harassment

- Harassment in subtle ways
- Inappropriate gestures and behaviors
- Leering, pinching, grabbing, hugging, patting, touching
- Illegal
- Violence in everyday life- not a good thing in the workplace

Types (imp)

- Quid Pro Quo- exchanging sexual fav for some benefit to e/e- use of u influence: boss-peer, student-teacher, et



Types.. contd

- Hostile envt- verbal non verbal visual physical conduct of peers in the work that interferes work perf.(passing comments, leering, showing pics, acting somewhat inappropriate)





Effects

- Emotional- trauma, stress, feeling helpless
- Physical- fatigue, health
- Economic – denied pay raise/promotions, transfers, unemployment etc

Vishaka Dutt vs State of Rajasthan (imp)

- 1992- Bhanwari devi
- A social worker- against child marriage
- 5 upper caste men gang raped her
- Thrashed her husband
- Village boycott Bhanwari's family- no justice
- Vishaka an NGO filed case against State of Rajasthan



- A landmark case- officially recognised the law for law
- The verdict defines sexual harassment, lays guidelines for prevention and action against a harassing person.
- Preventive steps by employers- express prohibition, penalties, rules & regulations, appropriate conditions, etc
- Complaint mechanism- time bound, handling women officers etc
- Awareness of guidelines, third party harassment complaints committee etc

Compulsory workplace guidelines (imp)

- 8 guidelines on e/rs
- To ensure women do not face s harassment@work
- Failure to obey- penalties on orgtn

- ICC- to have internal complaints committee in orgtn (> 10 e/e: ICC in each branch)
- Align anti-sexual harassment policy with legal provisions
- Legally bind e/es on harassment acts in emp. contracts
- Regular workshops & awareness programs
- Display of penal consequences
- Submit info on harassment to specified authorities- ex. District officers for sole-owners/partners etc
- Assist e/es in legal (say filing FIR etc) Criminal law
- Providing necessary f to ICC for dealing harassment cases-ve confidentiality, lo commu tools, etc