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## PREVENTING SEXUAL HARASSMENT AT WORKPLACE

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### **Abstract**

*Sexual harassment at work is an unwelcome or uninvited behavior of sexual nature, which is offensive, embarrassing, intimidating and affects an employee's work performance, health, career or livelihood. One major problem in dealing with sexual harassment in organizations is its perceptual nature. Men and women generally differ in what they perceive to be sexual harassment. Sexual harassment at work place is prevalent in every society. It could happen to anyone but women are the targeted victims. Sexual harassment is considered as a traumatic event and the victim may end up in having physical and mental sufferings that hinders a person to work effectively. At an organizational level this may result in decrease work effectiveness, decreased work productivity, high absenteeism, high turnover, and low staff morale. Hence there is a need that, organizations and government should look seriously into this matter. Proper education and training programs should be developed to deal with these issues. The goal must be both to deal with sexual harassment incidents effectively and to prevent the occurrence of future incidents.*

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