

UNIVERSITY OF WALES TRINITY SAINT DAVID

Problem Solving and Decision Making Assignment 1

Module: Problem solving and decision making

Module code: BMSW4004

Lecture: Anupam Mazumdar

Student: Anita Dimitrova

ID: 1817350

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Introduction

As defined "Sexual Harassment", which can take many forms, some of this regime may be legitimate enough, but it can be intentionally serious, especially as an abuse. The height of unwanted involuntary touching, passing the comment to everyone, making fun of him or her, and precise sexual material, all the way to sexual pressure. Harassment over every gender is also a type of sexual harassment; now we understand the true meaning of sexual harassment in the workplace. Although this is too complicated to explain in some paragraphs, the UK EEOC does provide a detailed explanation of systemic sexual harassment. It is essential to sign that any employee, whether male or female, can be a fatal factor in the company's reproductive harassment (Park, 2019).

Sexual Harassment's Impact and Scope

Harassment at the workplace will pay off companies in multifarious directions, including a plethora of absenteeism of the employee who came under this harassment by their own social care organization's employee and also a great impact on their turnover which put the company in great losses. If any high designation employee or a senior employee found doing harassment so for the newcomers the motivation and expectation level with dramatically decreased, they also lost their productivity, fines and legal fees. If sexual harassment will take place at any company or organization so the downfall of the company will start in term of every condition despite everyone need to admit that nobody of your worker could be ashamed of reproductive harassment for this every company will run smoothly and in a systematic way. In many cases, an employee of your member may source problems impact on their discouraging of charter or a reduction of knowing. Each of two intentionally or unintentionally (Robotham, 2019). The social care staff is pledged to prohibit prejudice and provocation and, if it will take place you made an unexpected and influential decision. Because this will make out from your comfort zone even then, you could face severe complication (Mensah, 2019).

Literature Review

United Kingdom (UK) explain harassment as any inaccurate and undesirable manipulation that might logically be expected or be preceded to cause or humiliation to one another person. Because there are many states where sexual harassment will

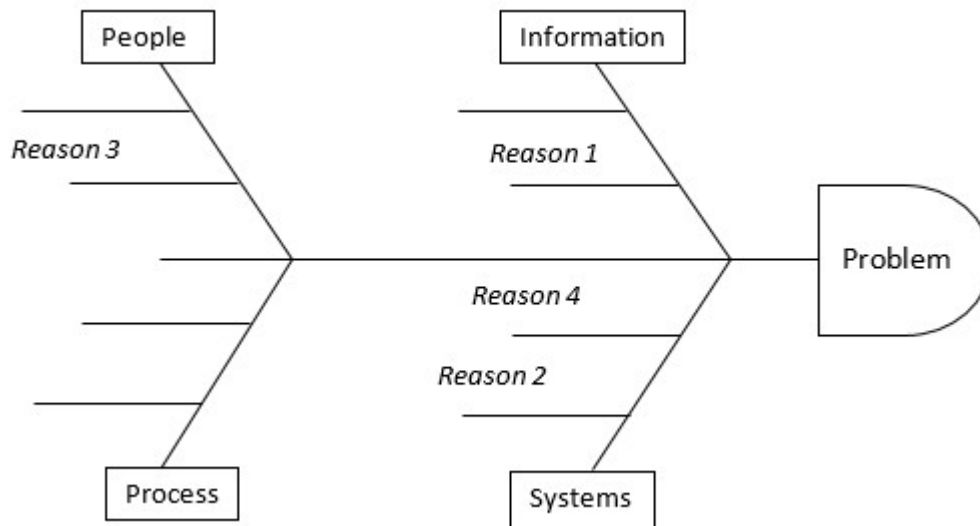
increasing trend for several years and some research sexual harassment will mostly take place in countries like the U.K any many others. Harassment may take the indication of the word or sign which tent to displease, annoy, alarm, corrupt, mistreat, persecute, violate, hostile, demean, cumulate or embarrass one another person or which create a frightening, aggressive or offensive social care work environment. One research may also end up their discussion that bullying and making fun is also be included in the sexual harassment and this bullying act generally attempts at work sites. Social care workplace harassment may include threat or deed of substantial disturbance or an address employee may acknowledge forcefully to lengthened harassment in the workplace. It is important for social care organization's employers to observe this behaviour and to tackle them instantly because they could drive to workstations valence. Harassment generally entails a bunch of incidents. Controversy on work performance or other work-related concern is generally not considered harassment and is not approved with under the provisions of this given policies but in the situation of achievement management.

Sharing experience

I was first grade in law school. I was joined by a junior associate on a basic case. No one took me seriously because of my appearance. We worked to protect a celebrity I was familiar with. After the defendant confided in me, during the interrogation a witness pleaded guilty. After we won the case, the chief associate called me in my office, offered me a promotion and told me how much work I was doing. After putting his hand on my knee, he said I had a great future with the company. This is absolutely unacceptable to me (Brown,2013).

Fishbone analysis

Fishbone diagrams shows the causes and effects of a situation in a diagram. This diagram is helpful for the managers and leaders in understanding the possible reasons of a deficiency, malfunctioning or failure. The reason it is called fishbone diagram is that the diagram is similar to fish. In the head of fish, problem is states whereas the spine of the fish contains the cause that has been causing the problem. The diagram shows an example of fishbone analysis where cause and effect are stated (Tague, 2004).



There can be several causes of sexual harassment at workplace. Some of which are stated as under;

- Poverty
- Physical environment
- Rape culture
- Family honour and sexual purity
- Early childhood environments
- Psychological factors

Decision-Making Techniques

The decision making by several countries to overcome this complicated discussion of workplace sexual harassment request in the enterprise with the name of hashtag #MeToo act has launched modernized consideration to an argument that has been of genuine impact to workers, social care staff and employees for a century. It provided the determination that many social care co-workers need to come away after welcome the martyr of provocation in the workplace. This movement will allow you to take a step to protect all the illegal and unethical harassment which was performing by man or women in front of you. And this gives to a hundred per cent liberty and you will soon end up with it this crucial problem which was kept always performed by the harassed person in many countries of the world. There are some techniques which were maintained by the U.K human rights these techniques will be executed by every company of the entire world (Robotham, 2019).

1. Compose eliminate that any type of persecution will not be endured.

2. Provide education and information about harassment to all staff regularly.
3. Establish an anti-harassment policy together with workers, top managers, and union representatives.
4. Communicate the policy to all employees.
5. Convenient self-restraint employees who harass any other employees.
6. Take action to exclude discriminatory graffiti, jokes, bullying, e-mails and photos at work side.

Proposing Solution

As we have discussed above the sexual harassment and cases related to sexual harassment. And we already know very well about what sexual harassment is, and what females almost face such sexual harassment in their daily life and how it impact their state of mind, how they feel and most of the women in our society get scared of it and that fear makes them silent, that they don't protest against it. And those who want to protest, few were pressurized by their families or by the society that if they protest it is their insult, not the insult of the criminal and it will ruin their lives or maybe the harasser will hurt them by any means. Some who protest against such people didn't get any support from the government or the court, even courts are bribed by such criminals.

Most of the women doing jobs got harassed by their managers or colleagues or by and superior person but they because of fear of losing their job, they never complain about it. But there must be some policies made in the firms against sexual harassment. These people should know their limits and the circumstances that will be created if such inappropriate things will take place in the social care (Mensah, 2019). Below are some points that a company must mention to get a harassment-free environment:

1. Company and the employees must now the definition of sexual harassment.

All the social care organization's member, staff or the employees must know what sexual harassment is meant by because many of them don't know it. Sexual harassment covers the points written below:

- Harassment can be done by using inappropriate words for others on their clothing or in their health or figure, gestures, inappropriate comments and bad jokes especially with women staff.

- Touching or trying to touch any body part of the co-worker is also included in sexual harassment cases. And it is considered very offensive at workplace areas.
- Offering a co-worker about dates or lunch or dinner alone is also included in harassing someone.
- Sharing inappropriate material with co-workers is also unethical at any workplace.
- Even playing or singing such music which includes sexual content is also offensive.

2. The social care company must arrange some training sessions on preliminary actions against harassment.

Training sessions, especially for females, should be conducted quarterly in a year for the employees to aware them about such harassments and steps they can take if they face such rubbish.

3. The social care firm must have a policy about harassment and every employee must know it.

An organization must make policies about sexual harassment in the organization and the actions which company will take against the person harassing co-worker, so that they may know what consequences can be built if such inappropriate misconduct will be observed in the firm.

4. Awareness sessions about sexual harassment.

A social care firm should arrange awareness sessions quarterly in a year for the employees, whether it is a training session, a seminar, an online session or anything but all employees must attend such sessions to avoid harassment at the workplace.

5. Must have and mention reporting procedure of the harassment in the firm.

If any employee faces such harassment case they must know what he/she can do against this action. First of all, they must have such confidence to discuss this matter with the concerns and then they should know the procedures they have to follow to speak against the criminal.

6. Must arrange a monthly meeting with the staff members just to know if anyone feeling uncomfortable with any other person.

Female managers or concerns should arrange a monthly meeting with female workers to find out if any worker is not comfortable with anyone or facing something unusual (Robert, 2018).

Evaluating solution

The best solution, in my opinion, is to make strict policies in the firms to avoid such cases and awareness sessions are important by which females especially could know what is going on with them and what measuring steps they can take to make themselves secure. They will get confidence by these awareness sessions that they should not stay quiet and speak for themselves, for what is right and what is wrong. By these awareness sessions, they can get to know how to react to such situation and procedure they have to follow to speak against it (Mensah, 2019).

Implementing Solution

For implementing this chosen solution, the first step is to be taken by the management of the social care firm. They should care for their staff and make some policies for this matter to avoid such situations because these small matters can become big matter too and this will be bad for the reputation of the company and bad for a human being. Secondly, they must arrange some awareness sessions in every quarter of the year (Robotham, 2019).

Communication plan for your solution

The first step for this matter is taken by the social care management, they first realize the need of such policies in the firm for the security of their employees and the sake of firm's reputation in the market. After making policies they must have hired concerned persons which will observe this matter and work on it. They are responsible for any kind of misconduct happen in the organization. They are supposed to arrange different awareness sessions and training sessions for the employees on every quarter of the year and they are the responsible persons which will deal if such cases reported in the firm. They are responsible to take action against the harasser and secure the victim (Robotham, 2019).

Conclusion

As we know that it's a severe crime to harass someone and many females face such things especially at the workplace and they kept quiet just to save their reputation and to save their job as many of them are very needy persons. So instead of losing such great personalities we should clean are firms and avoid such situations by taking few steps: by making policies on sexual harassment, by arranging training and awareness sessions for the employees especially for the females. We have to work

to boost the confidence of the females to speak for their rights and save themselves from such dirty-minded people.

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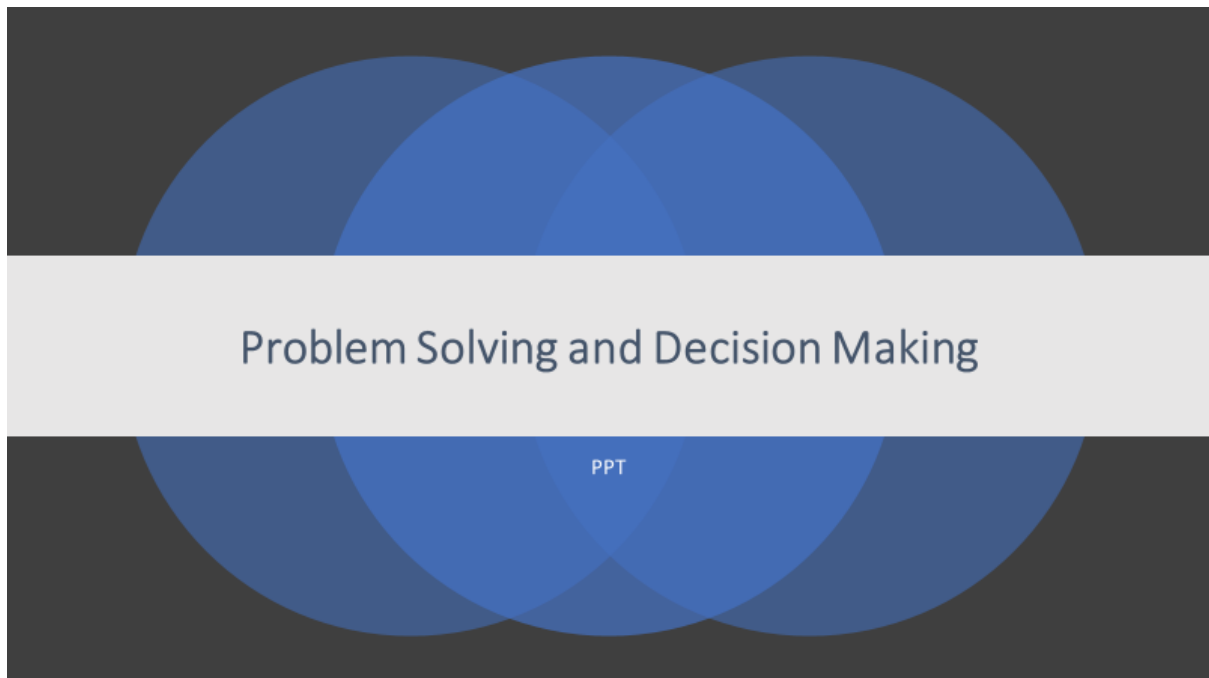
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Appendix



By Anita Dimitrova- 1817350



Sexual Harassment

- Definition of sexual harassment
 - What types involve
 - UK legal understanding
- (EOC – Equal Opportunities Commission)

Sexual Harassment

- Impact and scope of sexual harassment
 - Financial impact
 - Quality of productivity