Sexual Harassment Education for Managers

Patrick Foran (First M. Last)

School or Institution Name (University at Place or Town, State)

Sexual Harassment can be referred to as any unwelcomed sexual advances, whether verbal or physical, especially by a person having authority towards the one having less authority such as a subordinate. For instance, a male boss harassing a female subordinate. It includes many things such as unwanted pressure for any sexual favor, deliberate touching or pinching, pressure for dates, sexual comments, turning the discussion towards sexual topics, and many more (“What is Sexual Harassment? | Sexual Assault Prevention and Awareness Center,” n.d.). The acts of sexual harassment produce negative impacts on the victims such as fear, anger, and embarrassment.

The Civil Rights Act 1964, banned employment discrimination based on gender, race, color, and ethnicity. It is considered one of the basic legislative achievement of the Civil Rights movement. Sexual harassment violates Title VII of this act, the federal law which violates the employers from any type of discrimination on the basis of gender. The Florida Civil Rights Act also prohibits the employment practices which could hurt employees based on their gender, marital status, and pregnancy. Sexual harassment is a form of illegal sex discrimination according to the Florida Civil Rights Act. Section 760.10 of Florida Statutes banns sexual harassment for employees.

In case of any incident of sexual harassment, the law provides an opportunity to the victim to file a complaint on Florida Commission, within one year of the incident. The person who is convicted of sexual harassment will be subject to criminal and civil penalties. The criminal penalties include jail times and civil penalties included court fees and damaged caused to the victim. According to the Chapter 60L – 36.004 of Florida Administrative Code, any form of sexual harassment must not be tolerated in the workforce (“60L-40.001 : Sexual Harassment - Florida Administrative Rules, Law, Code, Register - FAC, FAR, eRulemaking,” n.d.). Agencies have to provide a copy of this rule to their employees to avoid sexual harassment.

References

60L-40.001 : Sexual Harassment - Florida Administrative Rules, Law, Code, Register - FAC, FAR, eRulemaking. (n.d.). Retrieved February 2, 2019, from https://www.flrules.org/gateway/ruleno.asp?id=60L-40.001

What is Sexual Harassment? | Sexual Assault Prevention and Awareness Center. (n.d.). Retrieved February 2, 2019, from https://sapac.umich.edu/article/63