Zero Tolerance for Workplace Harassment: Legal Regime of Pakistan

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ABSTRACT

Purpose: This paper discusses how to avail protection against workplace harassment under the statutes in Pakistan, "Protection Against Harassment of Women at Workplace Act, 2010", with amendment bill 2022, which deals with harassment and provisions of the Pakistan Penal Code 1860. It dichotomizes what Acts will be considered harassment, with whom, and to what extent. It defines the procedures by which an aggrieved person can get redressal under the premises of justices.

Design/Methodology/Approach: Qualitative method was used to analyze statutes, local and international protocols, rules and regulations of Pakistan and developed countries.

Findings: Sexual harassment is not an epidemic; it is a worldwide pandemic. In today's competitive world, inappropriate workplace attitude generates a dangerous and frightening atmosphere for females and inhibits their capacity to connect. It is an apparent form of gender acumen in the workplace and causes significant harm. In private and governmental institutions, male advantages are still exploited to justify violence against women.

Implications/Originality/Value: It is concluded that Act is revised to address the flaws mentioned above. It is essential to comply with existing laws in the true spirit of justice with zero tolerance for workplace harassment.

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Introduction

Unwanted sexual advances, demands for sexual favours, and other verbal and physical harassment types are examples of sexual harassment (Ranganathan et al., 2021). Harassment does not have to be sexual, and it can also include disparaging remarks about a person's sexuality. Harassing a lady, for example, by making insulting statements about women, in general, is forbidden (Sadruddin, 2013). Harassers might be female or male, and they can even be of the same gender. Although simple ridicule, offhand remarks, or isolated incidents of lesser severity
are not illegal, harassment becomes a crime when it results in a hostile or unpleasant work environment or an undesirable employment decision, such as dismissal or demoting the victim. The harasser might be a victim of their boss, another department's supervisor, co-workers, or a non-business employee, client or customer (Gonzalez, 2022).

Our forefathers lived in a period when men were the sole breadwinners in their families (Brannen & Nilsen, 2006). As a result of globalization, women's status has shifted tremendously worldwide. However, as the number of women in the world's conventional economy grows, improper office behaviour has grown increasingly prevalent. Sexual harassment is less about biological differences between men and women and more about gender or social roles given to men and women in social and economic life and societal views about male and female sexuality (Saleem et al., 2021). Sexual harassment is not an epidemic; it is a pandemic that happens every day worldwide. In today's competitive world, inappropriate workplace attitude generates a dangerous and frightening atmosphere for women and inhibits their capacity to connect (Herrera et al., 2012). It is the utmost apparent sex discernment in the workplace and causes significant private and public harm. Inappropriate workplace behaviour, such as different sorts of viciousness, is not innocuous. It also includes essential real-world, human, financial, and social consequences reflected in a country's overall development rankings (Wamoyi et al., 2021).

The Pakistan Penal Code 1860 included a section 509 that dealt with impertinent the modesty of working women, but there was no appropriate definition of "modesty." This is the first time that sexual harassment has been defined by law in Pakistan; there was no specific definition for harassment before this law, whether in the public, private, or workplace (Ali & Kramar, 2015). Furthermore, no regulation against workplace harassment existed (Gilani et al., 2014). Pakistani legislature passed legislation to combat sexual harassment at work and amend section 509 of the Penal Code. Here and today clearly defines harassment as encompasses occupational harassment as well. The extreme punishment for offenders has amplified from one to three years. Section 509 of the Pakistan Penal Code makes it illegal to violate a woman's modesty or sexually abuse her. The culprit faces a maximum sentence of three years in prison, a fine of PKR 500,000 (5 lakh), or both. This offence, however, is still bailable and compoundable. Even though the dispute is in court, the parties can resolve it between themselves with the permission of the judge.

Furthermore, the Supreme Court of Pakistan, deciding Civil Petition No 4570/2019, Nadia Naz vs President of Pakistan & Others, in July 2021, the Supreme Court of Pakistan acknowledged the flaws and limitations of the 2010 Act, Protection against Harassment of Women at Workplace, in great detail, writing that while the preamble of the Act promises to protect women at the workplace, against harassment. When "examined as a whole, it does not live up to expectation as title and preamble of the Act. Surprisingly, the harassment against which a woman is guaranteed protection in its current form is merely another piece of cosmetic law; its use is limited." After that, in 2022, this Act is amended to secure and encourage increasing female involvement in the workforce and close gaps in the previous legislation. Parliament passed the bill on January 14, and the President signed it on January 21. The Protection against Harassment of Women at the Workplace (Amendment) Bill, 2022, is fully operational. Workplace harassment may come in a variety of shapes and sizes. Males are also victims of harassment, but their numbers are small. The spectrum is broader; it deals with a person, not just a female.

Workplace Harassment: History and Evolution of the Law
Even though sexual harassment has existed since humans inhabited the world, it has lately been recognized as major or an actual delinquent, specifically at the workplace (Gilani et al., 2014). Sexual harassment is defined as unwanted sexual interactions between directors and their assistants at work, and it has been practised for more than a century (Fitzpatrick & Rubin, 1995). For example, sexual compulsion was a long-standing element of chattel slavery, which African-
American women endured without legal protection. Surviving accounts of late-nineteenth-century women working in manufacturing and clerical positions illustrate a wide range of situations where males were pushed into sexual encounters. The Law of tort was very much a productive tool against workplace sexual harassment; at that time, the law of tort did not allow females any opportunity to claim damages for sexual assault (Ali & Kramar, 2015). Sexual assault inflicted harm on a man's property because of a woman who was assaulted, which gave rise to a damages case under common law. The term sexual harassment was first used in the United States in Australia, Canada, New Zealand, and Japan. It became well-known from 1975 onward. Resultantly in the domain of workplace sexual harassment, jurisprudence has worked toward defining the two primary kinds of sex harassment: sexual blackmail (quid pro quo harassment) and a hostile work atmosphere (Sadruddin, 2013).

Quid pro quo harassment arises supervisor seeks sexual favour in exchange for providing the employee with a job-associated reward such as elevation, promotion, and good performance assessment (Gonzales, 2022). Harassing behaviour generated an intimidating, unpleasant and belligerent working atmosphere but did not always result in financial loss due to a sexual demand being denied. It was recognized for the first time in the United States of America. While acknowledging this type of harassment, US courts have relied on the American Equal Employment Opportunity Commission's recommendations on the matter, created under the 1964 Act of civil rights. Sex-related harassment can take physical or psychological forms. Its milder and subtler variants may suggest insinuation, improper emotional gestures, or date and sexual favour requests. However, it may also take on overt and obnoxious forms such as leering, sexual assault, and sexual molestation. Conversing sexual doings, touching someone inappropriately, making unsightly gestures, and using vulgar insulting language are examples of a hostile work environment.

In the United States of America, at work, lewd conduct occurs when undesired actions based on sexual orientation have an impact on an individual's activities. When a person's filing to or repudiation of a lead is often used as justification for business actions that impact that person, or when the lead has the reason or impact of nonsensically interfering with a person's work execution or making a scathing remark about a person's work execution or making a scathing remark about a person. European Union according to the International Labour Organization, the European Union is highly vigorous in the fight against sexual harassment in the workplace. Undesirable sexual bustle or any sex-based deportment that distresses the dignity of women and men at work is referred to as sexual harassment (Sadruddin, 2013).

**Type of Workplace Harassment in Pakistan**
Mainly, there are three types of workplace harassment: verbal/ written, physical, and visual. The greatest visible type of workplace harassment and the one most likely to encounter is verbal or written harassment (Becton et al., 2017). Here are some illustrations of how it might happen: sending emails comprising racially or religiously objectionable gags or imagery. They were demanding dates or sex constantly personally or via text and inquiring about the family's disease or hereditary abnormalities, making disparaging remarks about a person's handicap or age, behind someone's back, imitating a foreign accent. Physical harassment is slightly problematic because it might be elusive at times. Lecherous hand gestures or other actions are used to express expletives. Undesirable corporal interaction with an individual or their outfits (Davies, 2004). They were often following or standing very close to another person, expressing facial expressions that were sexually evocative. Use to play the music that consists of inappropriate or derogatory lyrics. Harassment does not always have to be aimed at the individual (Rice, 2003). So, if two employees are fooling about and one makes an obscene hand gesture noticed by another, they may feel uncomfortable and even harassed. Visual is arguably the grim to detect it has been very subjective; to understand it, you have to put yourself in the shoe of a victim. They are wearing
clothing that contains obscene or offensive language. It is not appropriate to display sex-related posters or photographs. They are sending people sexually exciting text messages/emails capturing vulgar or violent stuff on video, making pictures that are aggressive or abusive (Kyriacou & Zuin, 2016). Someone may have a witty strip posted on the desk, and while people get gag amusing, some may find it insulting and claim it is causing a hostile work environment (Quinn, 2000).

**Harassment of a Physical Nature**

Physical/Sexual harassment in the workplace has different forms. Sexual harassment does not need to be sexual. Bullying someone or a group of people based on their sex or gender, such as a man, woman, trans, intersex, nonbinary, or sexual orientation, can also include teasing, intimidating, or offensive remarks based on stereotypes, such as how certain people should act, or bullying someone or a group of people based on their sex, gender identity, or sexual orientation (queer, straight, bisexual, lesbian, gay, asexual, pansexual, two-spirit etc.) Sexual harassment can be driven by factors such as sex and race or ethnicity (Khan et al., 2021). In the workplace, a woman, due to racism, may encounter harassment. Lewd behaviour is a repressive, harmful, and unpleasant action with a sexual connotation (Sadruddin, 2013). It creates an atmosphere of horror, shame, or hatred around the afflicted person. It might be a group of people or a single person, and the harasser's expectations have no bearing. A wide range of behaviour and activities may or may not fall squarely under the criteria above, but they may create or add up to lewd behaviour. The following are only a few examples of such behaviour, and any of them might be considered obscene. It's a new label for an issue that's far from new. It is not mutually consented sexual flirting. Sexual harassment is commonly used as intimidation, coercion, or degrading of another employee (Sadruddin, 2013). It's a sort of victimization that's causing more and more worry in the workplace.

Government-owned businesses, companies, and cooperative societies are examples of workplaces including vocational, educational, sports, professional, entertainment, industrial, health-related, or financial activities, production, supply, sale, distribution, or service, which are all examples of commercial, vocational, educational, sports, professional, entertainment, industrial, health-related, or financial activities, are provided by private sector companies, enterprises, societies, trusts, NGOs, or service providers, hospitals, nursing homes, institutes and facilities for sports. Places where employees visited, including while on the trip and employer-provided transportation (Ranganathan et al., 2021). A place to live or a home. Power game cause exploitation of authority or Quid Pro Quo harassment is when a person authorizes, such as a supervisor, a person in senior management, or an employer, demands sexual favours to receive specific employment advantages, such as a raise (Wamoyi et al., 2021). Increase in pay, Promotional opportunities to a high rank, possibility of training inside or out of state, Transfer to some other post, departments etc. Any unsolicited approaches, demand for sex, and any other verbal or physical actions, as well as the job itself, is the development of a hostile work environment that obstructs an individual's ability to execute their job or produces a hostile and frightening work atmosphere (Robertson et al., 2016).

Legal experts and researchers have emphasized that immediate lead is controversial since it interferes with the individuals' individual lives and casts a cloud over the unfortunate casualty's abilities and composure. Like all other known symptoms of cruelty, inappropriate behaviour is embedded in intense interactions' financial and political framework. It emerges from class, status, and male-centric social connections in male-dominated societal structures. Strategic manoeuvring and sexual legislation difficulties are at the heart of lewd conduct.
Harassment of a Monetary Nature
Inappropriate conduct may be interpreted as gender-based separation. It is part of a larger pattern of division and abuse that keeps uneven monetary and social institutions thriving in a climate of risk, fear, and retribution—creating assumptions about the woman by finding flaws in the female representative's work or considering as a piece of decor or assigning her more labour, allowing such displays of indecent conduct to continue, either actively or passively, by failing to take preventative measures (Gilani et al., 2014).

What Act Will be Considered as Harassment
Amendment Bill 2022 for Workplace protection against harassment. It does not matter whether the harasser considers it is OK, inoffensive, nonsexual, or encouraging, i.e., they assume people acknowledge it or don't have an issue with it, but still, it is sexual harassment. Harassment occurs when someone engages in behaviour that they do not desire or find objectionable. Even if a person doesn't instantly stop them or do something to realize that what they have done is not appropriate, harassment will still be considered. Because they are thrown off guard or fearful of retaliation if they do not go along with their behaviour, a person may laugh along with an offensive gag or accept a hug. If the harasser is a supervisor or someone with greater power, it may be anxious that speaking out or saying "no" may risk employment. These all are typical rejoinders to harassment. Retorting in such a manner does not affect the intensity of the harassment or the aggrieved's responsibility.

Workplace: under Section 2(n)
Outside of the office, any circumstance involving official work or official activity, which may include a building, factory, open area, or a broader geographical region where the organization's or employer's operations are carried out, as well as at all business places or jurisdiction where the organization or its authorities work. This Act is a critical amendment because it clarifies that the workplace should not be limited to just traditional office space but should include all places where the organization's or employer's activities are carried out concerning the work, outdoor spaces, concerts, schools, studios, courts, a bar, a council, an office, a gym, highways, sporting facilities and events, and factories are now all recognized as spaces where harassment can and does occur. In contrast to the 2010 law, the modified version will ensure that sportswomen are protected in their employment if a sportswoman is practising a game anywhere. Whether it's cricket, football, tennis, or whatever else, the venue where she practices will now be deemed their job, and the law will protect them from harassment (Renold, 1997). Similarly, for artists, performers, actresses, and singers, the workplace will include the site where they perform and any location where they go for rehearsals. A hostile environment means to a single incident that has the effect of "making a person uncomfortable or creating a sense of fear or panic at work," making it clear that a single incident of harassment will be considered an act of harassment without imposing an additional burden on the complainant to prove a pattern of harassment, and
adding gender-based harassment beyond the sexual nature of the incident.

**Person, Consider Aggrieved under Section 2(e)**

This legislation applies to everyone. Even though the Act's name indicates it is aimed at women, Section 2 (e) of this law defines a complainant as any person, either a woman or a male, who has complained. Therefore, harassment will no longer be deemed gender-specific. Even this law covers transgender people who are frequently subjected to various sorts of discrimination.

**An employee under Section 2(f)**

Under section:2 (f), employee comprises unpaid or paid freelancers, performers, artists, entertainers, athletes, students, intern trainees, and apprentices. Not just those individuals are considered employees who have signed a contract with an employer or organization. Still, domestic workers, which represent 70% of Pakistan's labour, who usually work from home or go to others' houses to provide domestic support, are also protected under this law. The Act addresses informal employment conditions, where women are typically most susceptible to abuse and exploitation by including domestic workers in its scope. Before amendment 2022, When domestic employees who did not have a formal contract with their employers were harassed in the past, they had nowhere to turn because the law did not protect them. But now, Such workers may only submit a complaint under the Pakistan Penal Code's provisions 509. Students and artists are now protected under this law and domestic employees. There were numerous incidents of students being harassed on the university, school, and college campuses. Still, they could not report their experiences since the institutional harassment committees would not accept them because they were not workers. Now, students who have complaints about other students, instructors, professors, or staff members of their educational institutions can go to harassment committees that these institutions will organize. Their cases will be handled under the modified law.

**Redressal of Harassment under Statutes**

If the complainant reports harassment to the police station, the criminal faces a maximum sentence of three years in jail or a fine of PKR five lakh or both. But if you file a complaint inside the organization, such as with an investigation committee, the guilty individual may face multiple forms of consequences. Based on the investigation committee's recommendations, the empowered authority can enforce any penalties. The procedure for dealing with complaints inside the organization under the law is given:

**Constitution of Committee--- Mandatory**

Every organization must create an Inquiry Committee to examine complaints within 30 days of the legislation's enactment. Federal or provincial government ministries, divisions, departments, companies, and other legal bodies are characterized as a no matter organization.

**Oral and Written Complaints**

According to the Act, a complainant can report the incidence of harassment to the supervisor or any member of the Inquiry Committee informally. The supervisor or member of the Committee can resolve the situation as needed. Orally or in writing, the request might be made. If the case is taken up for unceremonious inquiry, higher management from the head office will interrogate confidence. The suspected accused will be addressed to reach a discreet resolution.

**On Sexual Harassment Report, Employer can't Ignore/Retaliate against Complainant**

The employer cannot ignore or react against a complainant who claims sexual harassment. Suppose an employer or anyone from human resources is cognizant or should be cognizant of harassment. In that case, they should immediately take action to stopover harassment and interrogate it to ensure that it does not occur next time. Action must be precise & efficient, which
means it must effectively stop the harassment without harming you or exposing the complaint to retaliation (Saleem et al., 2021).

**Inquiry Committee Working Mechanism and Awarding Punishment**

All organizations, including federal and provincial government organizations, private institutes, and educational institutes, must have an Inquiry Committee under Sections 3 and 4 of this Act. A complaint can be filed against any member of the Inquiry Committee, which comprises three associates. One must be a woman. Members of the Committee shall guarantee that the inquiry is conducted in a non-threatening environment and that decisions are made without prejudice. The Inquiry Committee's powers are outlined in Section 5 of the Act, including calling and forcing witnesses to testify under oath, demanding the production of needed documents, taking affidavit testimony, and recording evidence. The Inquiry Committee can conduct a medical examination of the complaint and make recommendations to the Ombudsman on how to proceed. The Committee also has the power to keep the proceedings confidential. Based on its findings, the Inquiry Committee might impose modest or large fines on the accused. Minor punishments include denial of promotion or increase for a set amount of time, a time-scale restriction on efficiency, and the offender paying compensation to the aggrieved. Demotion, compulsory retirement, expulsion from service, and a fine are stated principal punishments.

**Retaliation is also Prohibited**

In schedule under the Code of conduct for protection against harassment of women at the workplace stated that retaliation (punishment by an offender to aggrieved) to speak out or report regarding sexual harassment, to allege in an investigation or taking lawful action against harassment, is prohibited. Retaliation in the workplace might include being fired or demoted, having one's income cut, having one's hours or benefits reduced, being assigned to a different shift, location, or position, being given new or different tasks, or being asked to take time off without pay. Retaliation might start mild and then grow in intensity over time. Co-workers may push employees out, they may no longer be invited to meetings, or they may be deleted from previously used communication lists.

**Appeal to Ombudsman**

If the complainant or the accused is unsatisfied with the Inquiry Committee's judgement, they can appeal to the Ombudsman under sections 6 to 10. Under the Code of Civil Procedure of 1908, an Ombudsman has the same authority as a civil court (Act V of 1908). An organization's management may also file a complaint if it believes the complainant has intentionally attempted to accuse someone. The Federal Ombudsman's principal purpose, as stated in Saleem Javed v Federal Ombudsman, is to provide speedy and economical justice to individuals who have been harmed. So any judgement made by the Federal Ombudsman cannot be challenged in any other court. The amendment further adds that "filing counter-blasts claims for defamation are also retaliation against complainants". It authorizes the ombudsperson or inquiry committees to take note of these methods in their procedures.

A guidance note for ombudspersons and harassment committees has been added to the statute, allowing them to examine defamation proceedings – criminal or civil defamation – as part of the harassment case as a form of retribution (Saleem et al., 2021). Suppose a victim files a complaint against an alleged harasser, and the purported harasser responds by filing a defamation lawsuit against the victim. In that case, the action might be deemed retribution from the alleged harasser. The new law will allow the court and the ombudsperson far more leeway in developing jurisprudence and interpreting the law in a far more progressive and friendly manner. The interpretations might even be contradictory. The new law will allow the court and the ombudsperson far more leeway in developing jurisprudence and interpreting the law in a far more progressive and women-friendly manner. The interpretations might also be founded on feminist
ideas to make workplaces safer and more secure for all employees.

The ombudsperson must determine a case or appeal within 90 days, depending on the matter. The legislation already stipulates harsh penalties for sexual harassment, and now that its scope has been broadened, it will help victims. The statute has addressed several minor elements that were not addressed in the prior version. However, in line with Section 9 of the Act, a letter might be written to the President of Pakistan or the Governor of the appropriate province, depending on the situation.

Responsibility of Employer and Management

Under Section 11, the whole obligation for protecting women from harassment has been placed on the shoulder of an organization's management, implying that an employer is accountable for successfully executing the Act's applicable regulations in their workplace. Employers are responsible for incorporating a Code of Conduct for harassment prevention into their management policy, as well as forming an Inquiry Committee comprised of three members, one of whom should be female, one from senior management, and the other a worker's representative or a CBA representative (where a union exists), as well as individuals from outside the organization, such as a respected community member, and a legal expert. According to Section 11 of the Act, referred modification in Section 3, defined concern authority in Section 4 of Act. Furthermore, it is the employer's responsibility to ensure that this Act is followed and that the workplace harassment prevention Code of Conduct is incorporated into the management policy (Becton et al., 2017). In addition, you must display duplicates of this Code in English. Another language is spoken by the employees, such as Urdu, Balochi, Pashto, Punjabi, or Sindhi, and train your personnel on it. Adopting this Code of Conduct ensures that the organization is fully compliant with the Act. It explains all the conditions for putting the legislation into effect in a more reader-friendly and logical order. Furthermore, if a victim of sexual harassment is traumatized, they must provide psychological therapy or medical care for them and extend further medical leave if necessary. Avoid discriminating against a complaint. It is required that the inquiry committee ensure that the petitioner is not pressured to withdraw their complaint by the employer or the accused. Furthermore, the complaint will be compensated with a portion of the fine that the criminal is compelled to pay.

Penalty in Case of Non-Compliance

If an employer breaches the conditions, any firm employee might submit a petition to the district court. If found guilty, the employer may be punished up to one hundred thousand rupees, but not less than twenty-five thousand rupees. Employer responsibilities do not end with posting the Code of Conduct and convening an Inquiry Committee; they also include interim measures to prevent the accused and complainant from interacting throughout the inquiry. As previously stated, this Act is supplemented by a Code of Conduct that establishes minimum standards of conduct that can be improved upon by an organization.

Preventive Policies and Suggestions for Sexual Harassment

Over the years, it has become increasingly evident that administrative actions to combat obscene conduct should be supplemented with countermeasures implemented at the workplace level (EL-Hajji, 2014). It has long been recognized that preventative or remedial systems have a significant advantage over primarily corrective enactments (Tuma, 1989). Governments, businesses/labour unions, and non-governmental organizations (NGOs) all around the globe are increasingly enforcing workplace policies and grievance procedures to address obscene conduct (Bates et al., 2018). This pattern reflects the recognition that works environment settings can be the most effective tool for preventing improper conduct. Rather than being restricted to obscene conduct, the principal responsibility is to ensure that it does not happen. Policy declarations tend to be the most helpful in evading lascivious behaviour, which includes behaviour not directed at specific
persons, such as disrespectful remarks regarding women or presenting sexually reminiscent or graphic substances (Chen & Doane 2008). With such a policy in place, it is usually a good idea to create a code of conduct for both managers and workers, describing the procedures that each must follow in the event of sexual harassment (Ali & Kramar, 2015). Organizations should ensure brief declarations specifically identifying that a particular working atmosphere is a Zero Tolerance Zone, which signifies that the firm will not tolerate or disregard indecent conduct (Stockdale et al., 1989). That approach's terminology should be plain, unambiguous, and unmistakable. To make it apparent what is and is not sexual harassment, the term "sexual badgering" must be distinct and illustrated with illustrations. The policy statement should specifically mention that any act of indecent behaviour in the workplace may be considered misbehaviour, for which the delinquent employee may be disciplined. Casualties of improper behaviour should be required to report such incidents to their immediate administrator.

Conclusion
Despite many years of thought, legal activity, and assistance, all research and experience show that indecorous behaviour remains a real and unavoidable problem across the workplace. No organization is immune to lascivious behaviour or unpretentious by consequence: sexual badgering jeopardizes the survivor, well-being, financial independence, opportunities of countless subjugated persons and costs the organizations not only, cost the legal fees but also in gone efficacy, essence, practicability, and aptitude. By and large, it is time to discuss how to protect working women from obscene conduct has passed; now is the moment to follow the rules that protect working women, which will, in turn, provide a good signal for the establishment of a vibrant and active culture. Women must recognize as contributors, not as beneficiaries, by management. Women, too, must be unambiguous and acquire a sense of self-character to project a sense of stability and respectability.

They need to be made people, particularly women, financially free or strong because most police officers, judges, legal advisors, and authorities have drawn from their experiences. Most of the time, they are being victimized due to their financial condition. Even though it is beyond the scope of possibility to improve the financial position of everyone, it is certainly possible to prepare and change the mindset. Furthermore, organizations should take an important role in promoting legal consciousness among the general public to deter harassment. Protective measures should be strengthened. Ensure that anti-discrimination and harassment rules apply to all employees, regardless of business size, industry, or vocation. Companies must take practical actions to avoid harassment by establishing clear rules that describe harassment and what workers may do if they are harassed, providing all employees with effective workplace training. End the practice of forced arbitration for harassment and discrimination claims and confidentiality restrictions imposed by employers, and make companies more transparent through reporting requirements. Necessitate that slanted workers be remunerated the average minimum wage, including tips, because tips are sometimes their only source of income; employees who depend upon tips, such as restaurant staff, are predominantly susceptible to client abuse.

References


