

“SEXUAL HARASSMENT”

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A man alleged that he has been sexually harassed at his place of work. He claimed one of his co workers exposed his anus to him, had run a piece of timbers with splinters up between his legs to his groin and had run his finger down between his buttocks. When he objected, apparently his co worker began calling him obscene names regularly. The man said he had witnessed many male youths being subjected to the same treatment at work place, with most of the young men resigning, with one young man having attempted suicide.

The conference, the individual respondents admitted to the behavior but asserted that the actions had occurred only as a joke to lighten the work environment. The senior managers stated that they were unaware of the behavior occurring as the foremen had not notified them at any time of adverse behavior occurring. The company did admit that they had difficulties in getting young males employed with them; however, they believed this may have been because “young people didn’t want to work”.

On hearing the admissions made, the company issued a first and final warning to the individual respondents and gave an undertaking that all staff would be trained in sexual harassment and discrimination matters and that such behavior would not in the future be tolerated by any staff. The complaint was resolved as the complainant was satisfied with the company’s undertaking and in the individual men’s apologies.

REFER TO: RA Act no, 7877 Sec. 3.