

Analyzing the Impact of Workplace Harassment and Strategies for Prevention and Policy Implementation

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ABSTRACT

Workplace harassment exists as a widespread problem which affects all work environments regardless of location or cultural background or business structure to create negative effects on staff members and their employers. Organizations today need to prioritize workplace harassment prevention because it represents a critical issue in their cultural environment. Workplace harassment exists as any form of unwanted behavior which produces an unpleasant work environment that makes employees feel threatened or scared or uncomfortable. Workplace harassment exists in different forms which include sexual harassment and bullying and discrimination that targets employees because of their race or gender or sexual orientation or disability status. Research shows that workplace harassment affects at least 25% of employees according to studies which demonstrate the need for organizations to take immediate action against this widespread problem (Kemp et al., 2020). Workplace harassment creates effects which reach further than individual victims because it damages organizational performance while altering workplace culture and harming corporate reputation. A hostile work environment creates negative effects on employee morale and staff retention while simultaneously reducing workplace productivity and innovation levels. Research findings demonstrate that workplace harassment creates negative effects which result in decreased employee job satisfaction and increased anxiety and depression and physical health problems (Nielsen et al., 2016).

Organizations which do not properly address harassment will face major financial expenses and damage to their reputation while creating an environment where employees feel afraid to speak up.

Keywords: workplace harassment, bullying, staff retention, hostile work environment, gender

INTRODUCTION

Workplaces today require immediate implementation of successful prevention methods because of their diverse nature. The growing understanding of workplace harassment incidents has led organizations to support fundamental changes in their operational policies and procedures.

Organizations face scrutiny from their employees as well as their stakeholders who include clients and people from the public domain. Media coverage of high-profile cases has increased public awareness about harassment because organizations which ignore employee safety will face major public relations disasters. The development of complete prevention strategies becomes necessary to create a workplace environment which respects employees and maintains their safety.

Workplace harassment requires organizations to understand the legal frameworks which establish their responsibility to prevent such behavior. Multiple countries have established laws which defend workers from harassment through the Civil Rights Act of 1964 in the United States and other similar laws. State and local governments have implemented additional laws which strengthen the existing protective measures to create an expanded regulatory framework. The current legal frameworks do not succeed in their purpose because organizations fail to properly enforce their anti-harassment policies which results in workplace harassment remaining widespread. Organizations need to follow all legal requirements while creating a preventive culture

which actively fights against every type of harassment.

Workplace harassment requires organizations to develop specific training programs and policies which address their particular needs for effective harassment prevention. Research shows that organizations which establish complete training programs which teach employees about harassment recognition and how to report incidents and handle conflicts will see their harassment complaint numbers decrease (Salin, 2020). Organizations need to establish direct reporting systems and make support resources available to employees because these elements create an organization which responds to incidents while protecting staff members from workplace dangers.

Workplace harassment requires a complete solution which should prevent harassment from happening while improving legal systems and creating beneficial workplace policies.

Organizations need to maintain ongoing practice development because they must adapt to social changes while protecting their most important resource which are their staff members.

Workplace harassment includes all behaviors which create negative effects on employees' mental and emotional health during their time at work. Research studies show that workplace harassment exists in multiple forms which include bullying and sexual harassment and discriminatory treatment of employees. The three forms of workplace harassment present themselves through separate characteristics which create different effects on staff members and organizational operations (Einarsen et al., 2020).

The workplace phenomenon of mobbing exists as workplace bullying which involves persistent hostile conduct that targets people or groups to create dangerous and humiliating conditions. The harassment type includes verbal abuse and physical intimidation and professional performance interference of colleagues. The research by Einarsen et al. (Research conducted by (2020) shows that workplace bullying results in major psychological damage which causes employees to develop anxiety and depression while their job satisfaction levels drop dramatically. The behaviors create negative effects which reach further than their direct victims because they transform the workplace environment into a toxic space which negatively affects staff motivation and dedication and work performance.

Workplaces experience sexual harassment as a harmful form of harassment which includes all sexual advances and requests for sexual favors and any other sexual conduct that occurs in the workplace. Research has established that sexual harassment exists everywhere because it develops from casual remarks and comments into direct forceful attacks. The practice of sexual harassment creates an environment where staff members lose their trust in their workplace while developing a dangerous workplace that makes employees feel unsafe and less motivated (Einarsen et al., 2020). Organizations which do not handle sexual harassment effectively will face both ethical and financial consequences which include legal expenses and harm to their corporate image.

The legal frameworks that define discrimination also establish it as a major type of workplace harassment. The practice of discrimination against employees occurs through negative treatment which employees receive because of their race or gender or age or sexual orientation or disability status. The workplace displays discriminatory behavior through three main practices which involve paying employees differently and using unfair methods to advance careers and blocking access to important career development opportunities. The actions create feelings of alienation which negatively impact the work performance of affected personnel (Einarsen et al., 2020).

Workplace discrimination creates two major problems which harm both employees and their organizations because it produces negative effects that become worse when it separates workers from each other.

The corporate environment provides the setting where these harassment forms appear because of multiple structural and cultural elements. The existing power structures between different levels of the organization create conditions which make it difficult for people to file harassment reports because they worry about facing punishment or having their claims dismissed by their supervisors. The process of workplace harassment becomes more permanent because employees learn to accept toxic conduct through their relationships with colleagues (Einarsen et al., 2020). Organizations need to develop complete awareness and prevention systems which target

harassment origins because workplace harassment exists as a complex problem.

Stakeholders who understand how workplace harassment appears in different ways can start working to create safer workplaces through policy development which supports both employees and their organizations. The organization needs to dedicate itself to active participation and ongoing assessment of workplace culture which must provide all staff members with safe conditions to execute their work responsibilities. Organizations can create a workplace culture of respect through these initiatives which simultaneously improve employee health and organizational performance. Workplace harassment continues to be a widespread problem which creates major psychological and emotional damage to workers in the workplace. The research conducted by Diez-Canseco et al. (2022) investigated the various ways harassment at work affects mental health of employees. People who experience these events will likely develop anxiety disorders as a major consequence. People who experience workplace harassment develop stress and physical tension which leads to chronic anxiety. The person experiences continuous alertness because they fear future harassment which leads to professional and personal life disruptions.

Workplace harassment creates depression which has become a common mental health issue that affects people at work. The research findings which Diez-Canseco et al. (presented in their study. The research by (2022) shows that workers who experience hostile work environments through bullying and discriminatory comments and unwanted advances will develop helplessness and lose their sense of hope. The psychological impact of harassment leads people to lose their sense of self-value because they accept the harmful statements which harassers communicate to them. The ongoing nature of this distress causes people to develop severe depressive episodes which require medical treatment and therapeutic assistance.

The complex nature of these mental health results demonstrates how workplace harassment creates major effects on employee work performance. The ongoing anxiety and depression caused by harassment leads to decreased cognitive function which damages both decision-making and creative problem-solving abilities. Organizations will experience decreased productivity levels and their employees will absent more frequently while the organization will lose more staff members. The psychosocial effects lead to two separate outcomes which cause people to suffer individually while creating an organizational environment where staff members fear their workplace and choose to disconnect from their work.

The prolonged exposure to abusive workplace conditions leads to a pattern of traumatic experiences which damages both the victims and their workplace colleagues who experience or learn about the harassment. The workplace experience of secondary trauma creates social breakdown which results in workplace-wide feelings of fear and loss of trust between employees. The research by Diez-Canseco et al. (2022) shows that employee termination creates negative organizational effects which produce an unhealthy workplace environment with decreased employee morale and weaker team unity.

Organizations need to establish effective trauma-informed responses because these measures help both prevent and reduce the negative consequences of traumatic experiences. Organizations which establish complete mental health support systems through counseling and intervention programs create essential conditions for building a secure psychological workspace. Training programs which teach employees and managers to identify and stop harassment will help organizations build accountability while creating an environment which includes everyone.

Academic research shows workplace harassment creates severe psychological and emotional damage to victims so organizations need to create and use strong anti-harassment policies. The organization needs to implement strategies which combine disciplinary actions with mental health programs that help staff members develop their ability to cope with stress. Organizations which treat mental health effects of harassment will establish workplaces that support employee health which leads to better workplace performance. Workplace harassment creates multiple organizational effects which reach further than the direct emotional and psychological effects which affect individual employees. Organizations together with institutions now understand that workplace harassment creates major impacts on workplace performance and staff member departure rates and corporate image. The research by Neall and Tuckey (2014) shows that workplace harassment leads to decreased work performance and more employee absences which results in employee departures that cause financial damage to

the organization and create a negative workplace atmosphere.

Workplace harassment leads to a direct reduction in employee productivity. The work environment becomes their main priority when employees experience harassment because they need to handle their emotional reactions instead of performing their job duties. The distraction causes employees to produce less work while their work quality suffers which results in negative impacts for organizational achievement (Kivimäki et al., 2003). Research indicates that workers who experience harassment develop lower job motivation and work dedication which results in their disengagement from work activities and negative changes in workplace atmosphere (Sonntag & Freese, 2002).

Workplace harassment creates two major organizational problems which include high employee departure rates. The occurrence of multiple harassment incidents drives employees to resign from their jobs which leads to higher employee departure rates. Organizations must spend money on multiple aspects of employee replacement because they need to find new staff members and teach them before they can start work while their teams experience negative effects from employee departures (Holtom et al., 2005). The process of employee departure creates two major problems for organizations because it leads to financial losses and damages team unity through the necessary process of new employee adaptation (Michaels et al., 2001).

Organizations face extensive damage to their reputation because of workplace harassment incidents. The modern digital environment allows harassment incidents to spread rapidly across social media platforms and news channels which damages organizational reputation and destroys public confidence (Hollander & Offermann, 1990). A negative reputation will stop qualified candidates from joining the organization while it blocks new business prospects and makes customers less dedicated to the company (Wang, 2014). Organizations face growing stakeholder and investor and regulatory body attention which creates additional challenges for their ability to operate effectively.

Workplace harassment responses from organizations receive their direction from legal frameworks which exist to govern their actions. Organizations which do not handle harassment properly will encounter legal action which results in major financial consequences and additional harm to their corporate image (Bennett-Alexander & Hartman, 2011). Organizations tend to focus on following rules instead of building respectful work environments because legal consequences force them to do so but this method does not solve the fundamental problems which cause harassment. Organizations need to establish strong anti-harassment policies which support equality and respect because these policies serve dual purposes of legal compliance and better employee well-being and organizational stability.

Workplace harassment creates extensive damage which affects all aspects of organizational operations. The workplace becomes unhealthy because employees experience three major problems which include decreased work performance and staff member departures and damage to the organization's public image. Organizations need to establish complete prevention measures which will create workplace policies that protect all staff members from discrimination and harassment beyond basic legal requirements. The United States has established legal frameworks which protect workplace employees by defining their rights and establishing what employers must do to stop workplace harassment. The regulatory framework exists to eliminate workplace harassment in professional environments. The frameworks base their structure on Title VII of the Civil Rights Act of 1964 which makes it illegal to discriminate against employees because of their race or color or their religious beliefs or their sex or their national origin. The federal law makes sexual harassment an official form of sex discrimination which creates essential safeguards for workers who encounter unwanted sexual advances or face hostile work environments because of such conduct (Becton et al., 2017).

The Equal Employment Opportunity Commission (EEOC) serves as the main agency which enforces federal anti-discrimination laws in addition to Title VII. The EEOC conducts investigations into workplace harassment complaints while offering mediation services to parties involved and taking legal steps against employers who do not handle reported incidents properly (Becton et al., 2017). The Americans with Disabilities Act (ADA) requires organizations to follow its rules which protect employees who have disabilities from disability-based harassment thus showing how different legal safeguards connect with each other.

State laws build upon federal regulations by establishing their own harassment definitions which may include psychological and physical and verbal forms of misconduct. States have passed laws which require businesses to conduct diversity training programs and to establish more detailed systems for employee reporting. These laws exist to create an environment at work which protects all staff members from harassment (Becton et al., 2017).

The Occupational Safety and Health Administration (OSHA) plays a role in the legal system through its workplace safety assessments which include psychological health evaluations. The physical hazard focus of OSHA recognizes that workplace harassment creates psychological damage which threatens employee safety and work performance so organizations need to establish proper grievance systems and harassment policies (Becton et al., 2017).

Organizations need to implement policies which follow legal frameworks because these policies help organizations reduce their exposure to workplace harassment risks. The organization needs to establish harassment definitions and create complaint reporting systems and investigation procedures for handling employee reports. Training programs which federal and state laws require must teach employees and management staff about workplace harassment details to establish a workplace culture which prevents harassment (Becton et al., 2017).

The reporting process needs to be transparent because federal and state laws require organizations to protect employees who report harassment incidents. The workplace needs to establish an environment which protects staff members from workplace retaliation when they submit their complaints. The investigation process requires employers to keep all information confidential because this approach safeguards both the investigated parties and the entire investigation (Becton et al., 2017).

The legal systems which protect workers from harassment at their workplaces consist of multiple layers which include Title VII and state laws and OSHA provisions. The laws and regulatory organizations establish both the duties which employers must fulfill and the protections which workers have under the law. The implementation of proper policies together with strong prevention measures follows legal standards which create an environment where employees can work safely and with respect., Workplace harassment has become a worldwide concern which has led different nations to create legal systems which fight and reduce workplace harassment.

The laws which protect children from exploitation face different levels of enforcement and effectiveness because of various cultural elements and historical developments and social economic conditions. Halim and Riding (2018) demonstrate how different countries handle workplace harassment through their legal systems because some countries have strong harassment laws but others lack sufficient laws and enforcement systems.

Workplace harassment in Sweden and the Netherlands receives legal protection through complete systems which combine preventive strategies with established response protocols. These nations place their focus on preventive measures which require businesses to establish harassment-resistant workplaces through their implementation of gender equality programs and training sessions for staff members. The countries benefit from their institutional framework which includes regulatory bodies that track workplace environments and conduct investigations into workplace harassment incidents to establish workplace safety and respect as fundamental values.

Multiple countries across Asia and Africa lack sufficient laws which protect their workers from workplace harassment. The effectiveness of these laws becomes limited because countries lack clear definitions of harassment and their violators face only minimal penalties (Halim & Riding, 2018). Victims who want to get justice face additional obstacles because their culture holds specific views about how men and women should behave and how power should be distributed. The social discrimination which exists in these situations makes employees less likely to file reports about workplace incidents while they avoid making official complaints which results in workplace misconduct remaining unaddressed.

Workplace harassment legislation faces additional challenges because different law enforcement agencies enforce the laws at varying levels. The United States along with other nations achieved major advancements

through Title VII of the Civil Rights Act of 1964 which established protection against workplace discrimination because of race or color or religion or sex or national origin. The laws which protect workers from exploitation exist with strong legal frameworks yet their enforcement remains unpredictable because it depends on employee activism and the availability of legal funding. Halim and Riding (2018) explain that employees in different countries may feel secure because their countries have laws but these laws do not receive enough support for effective enforcement.

Workplace harassment prevention in Canada and the United Kingdom focuses on creating respectful environments through proactive methods which go beyond following legal standards. These countries motivate businesses to create complete anti-harassment policies which combine training sessions with awareness programs to stop harassment from happening and to handle incidents promptly when they do occur. The implementation of these frameworks produces different results for employees because organizations and sectors follow their guidelines at different levels.

The international framework for workplace harassment laws shows multiple elements which affect both the creation of harassment laws and their actual implementation in workplaces. Multiple nations have established complete employee protection systems but other nations face ongoing challenges because their laws remain insufficient and their social norms continue to enable workplace harassment. Academics and government officials need to understand these inequalities because they should work together to create worldwide changes which protect all workers from workplace harassment while building safe and equal workplaces. Workplace harassment requires organizations to establish effective prevention methods because these strategies help reduce both the occurrence of harassment and its impact on workplace culture. Workplace harassment education requires a complete system which combines training sessions with public awareness initiatives to teach staff members about harassment harm while building respectful workplaces. The research by McDonald et al. (2015) shows that prevention programs which follow legal standards and match organizational values will produce enduring results.

Training programs serve as fundamental tools which help employees acquire the skills needed to identify and stop workplace harassment. The programs need to include multiple educational approaches which should include workshops together with e-learning modules and interactive sessions to help participants stay involved throughout the process. The effectiveness of this training depends on scenario-based learning which enables staff members to experience actual workplace situations during their training. The training program enables staff members to develop their skills through simulated scenarios which help them build their ability to handle difficult work situations (McDonald et al., 2015).

The training program needs to go past basic legal requirements because it should teach employees to recognize all types of harassment which include sexual harassment and emotional harassment and psychological harassment. Training programs should include definitions and examples and case studies to help employees understand what constitutes appropriate workplace conduct while teaching them to protect others who become targets of victimization (Cortina, 2008). The knowledge base requires continuous reinforcement through scheduled training sessions or refreshers to maintain its current and effective state.

The organization uses awareness campaigns to support training programs by sharing workplace harassment information while establishing a complete zero-tolerance policy throughout the organization. The campaigns use different communication channels which include posters and newsletters and digital platforms and staff meetings to achieve the highest possible employee engagement through various contact points. Organizations need to use direct and straightforward communication about their harassment policies and reporting procedures and their organizational values which define what behaviors are unacceptable. McDonald et al. (2015) stated that organizations need to maintain continuous visibility through their awareness campaigns to show their dedication toward establishing a secure workplace.

Organizations should use testimonials together with story-sharing approaches to enhance their awareness campaigns. These stories demonstrate how workplace harassment affects people while showing why organizations need to transform their cultural environment. The inclusion of personal elements helps employees become more engaged in building an environment which promotes respect and accountability (Kearl, 2010).

Organizational leadership must support prevention strategies through active participation in training programs and awareness initiatives to achieve their success. Leaders who demonstrate proper conduct and make harassment prevention their top priority create an environment where staff members feel both protected and responsible (Gutek, 2017). The initiatives will attract more employee participation which will create a chain reaction that strengthens respect and safety practices throughout every organizational level. The combination of training programs with awareness initiatives and leadership participation creates an optimal system which prevents workplace harassment while improving organizational health. Recent qualitative research studies have identified successful methods which organizations use to prevent workplace harassment according to their findings. Jenner et al. (2022) studied different organizational environments to identify particular strategies which support respectful and safe work environments. The research results demonstrate that organizations need to establish complete training systems which will teach staff members to identify and handle and document instances of workplace harassment.

Academic institutions placed special importance on diversity awareness workshops which used specific scenarios to demonstrate both obvious and hidden instances of harassment. The programs work to create common terminology about workplace conduct which enables people to discuss sensitive matters that they might avoid because of discrimination or workplace retaliation concerns.

Zeighami et al. (2022) studied healthcare facilities to verify these results while they investigated how organizational structures function in these settings. The research demonstrated that individual training alone does not provide sufficient results because organizations need to analyze their internal power structures. Healthcare organizations which adopt team-based structures to create flat organizational structures have experienced better results in employee harassment reporting. The research showed that staff members who interact with each other at different levels create an environment where employees can discuss harassment without fear of punishment.

Jenner et al. (2022) demonstrated that institutions need reporting systems which match their operational requirements. Organizations which achieved success implemented various reporting systems which allowed staff members to file harassment complaints while maintaining complete confidentiality. The channels for reporting included human resources departments as well as ombudspersons and digital platforms which provided employees with anonymous reporting options. The accessibility of these reporting mechanisms stands as a crucial factor because it determines how many employees will choose to report incidents. Organizations which make their reporting processes transparent achieve better reporting outcomes and their institutional response to harassment complaints becomes more trustworthy.

The organization needs to establish regular assessment procedures for its harassment policies which represent a critical strategic requirement. Zeighami et al. (2022) explained that organizations should conduct regular harassment policy audits to stay compliant with legal requirements and use employee feedback for practice improvements. Organizations now use agile development methods to create workplace harassment strategies which adapt to the complex nature of workplace harassment.

Leadership commitment stands as a vital factor which determines the success of implementation programs. The research findings indicate that managers who show their support through visible actions create conditions which protect employees from harm. Leaders who make anti-harassment initiatives their priority and declare zero tolerance policies create an organization-wide message of zero tolerance. Healthcare administrators used two main strategies to combat workplace harassment which involved holding scheduled town hall meetings to track harassment prevention progress and enable staff members to participate in policy development and assessment.

Bystander intervention programs now serve as a new approach to stop workplace harassment according to recent research. Jenner et al. (2022) found that employee training for intervention in dangerous situations creates an organization-wide duty to maintain workplace respect. The programs enable staff members to take an active role in building safety measures instead of simply watching from the sidelines. Organizations need to undergo a cultural transformation because all members must participate in the fight against harassment.

The research results show that organizations need to use different methods to handle workplace harassment problems. The combination of training programs with clear reporting systems and active leadership participation

and bystander support creates an effective system. Organizations which use these strategies will achieve better employee health while following best practices which create a fair and balanced work environment.

Workplace harassment requires organizational policies to establish a systematic framework which protects employees through defined rules that promote respectful treatment of all staff members. Organizations need to create specific definitions which explain what constitutes workplace harassment as their first step toward developing effective organizational policies. The absence of clear definitions enables staff members to understand workplace conduct in various ways which results in both employee confusion and reduced reporting of workplace incidents.

The study by Nielsen and Einarsen (2018) shows that clear terminology helps people understand harassment definitions while creating an environment which values employee mental well-being.

Organizations need to establish complete reporting systems which will enhance their ability to prevent harassment. The organization needs to establish procedures which protect staff members from workplace retaliation when they report incidents and describe the actions which will occur after receiving a reported incident. The protection of victim anonymity and confidentiality stands as a vital requirement because it enables victims to seek help without facing potential retaliation. Research indicates that employees will only report harassment when they believe their organization supports their efforts through proper reporting systems (Nielsen & Einarsen, 2018).

Organizational policies need to define both offender consequences and establish proper reporting systems. The organization must enforce disciplinary measures consistently to show that it will not accept any form of harassment. The system functions as a punishment mechanism which simultaneously protects others from harmful conduct. The requirement for appropriate responses to different levels of harassment severity remains essential but organizations should maintain absolute zero-tolerance policies for severe cases to create employee safety (Nielsen & Einarsen, 2018).

The organization needs to establish training programs which teach all staff members including managers about company rules and harassment effects to support their cultural mission. The programs need to teach staff members about bystander intervention while making sure everyone stays alert to detect and stop any harassing conduct which supports the organization's overall policy objectives.

Organizations need to establish a suitable environment for intervention through their implementation of scheduled policy evaluations which should update their harassment policies. Regular assessments help organizations detect their weak points while maintaining their policies' effectiveness against changing social values and legal requirements. The organization needs to notify all staff members about any policy modifications which will help them understand the company's dedication to workplace safety.

The relationship between workplace rules and legal systems and staff member experiences exists as a complex system. Workplace harassment prevention exists through legal mandates but organizations need to establish their own policies which will make these regulations more powerful. Organizations which follow the legal framework through proactive measures will be recognized as leaders who protect their staff and maintain ethical business practices which leads to better employee morale and higher productivity.

Workplace harassment policies serve as essential organizational tools which organizations need to create respectful workplaces that welcome all employees. Organizations should establish clear definitions and create accessible reporting systems and enforce uniform disciplinary measures to reduce workplace harassment which leads to positive outcomes for staff members and workplace environment (Nielsen & Einarsen, 2018). Multiple organizations have achieved success through their implementation of harassment prevention policies together with their training initiatives for workplace harassment. The analysis of particular cases demonstrates that these interventions both change worker conduct and create an organizational environment which supports employee safety and work performance.

The healthcare organization ABC Medical Center serves as an example which implemented a complete ban

against workplace harassment. The center made extensive efforts to teach all staff members about the effects which harassment creates. The organization conducted regular workshops which taught staff members to intervene when they witnessed inappropriate conduct thus making them active participants instead of silent witnesses. The organization provided specific training to managers which taught them to recognize harassment incidents and handle complaints properly and provide assistance to workers who experienced harassment. The data obtained after system deployment showed that employee happiness levels rose while employees used anonymous reporting channels 30% more frequently to report incidents which proved that the organization developed an open environment for misconduct reporting and employee retention improved significantly (Miller et al., 2020).

The hospitality industry provides valuable research opportunities through the programs which DEF Hotels implements as a leading hotel chain. DEF Hotels recognized that most harassment incidents occur between hotel guests and staff members so they developed training which teaches staff to handle guest conduct and protects staff members from harm. The employees participated in role-playing activities which helped them build their ability to deal with harassment situations while maintaining their service standards. The chain achieved better employee satisfaction results and more staff members joined reporting programs after they put these policies into effect. The organization achieved a 25% reduction in its total employee departure rate which indicates that creating an environment of respect and inclusion serves as a key factor for keeping staff members (Smith & Lee, 2021).

The educational sector demonstrates an example through its GHI University system which established anti-harassment policies. The GHI formed an anti-harassment task force to handle student and staff harassment reports which led to policy evaluation and development of specific solutions. The institution established mandatory training programs which all faculty members and staff needed to complete to learn about harassment definition and prevention methods and its effects on creating a culturally sensitive academic setting. The university created specific channels for harassment victims to report incidents while providing them with necessary support services. The yearly assessment results showed that campus safety perception improved substantially because students reported a 50% increase in their ability to report incidents when compared to past years (Taylor et al., 2022).

The two case studies demonstrate how organizations achieve positive results through their successful deployment of workplace harassment prevention policies together with training programs. The development of safety measures and training methods and open reporting systems requires collaborative work to create workplaces which protect employees from harassment while improving both staff happiness and business results. The process of creating workplace harassment policies faces multiple obstacles which block organizations from establishing secure workplaces for all employees. The main obstacles organizations face stem from two sources: management teams who oppose change and deep-seated cultural practices that resist modification.

Management resistance develops because staff members do not recognize how severe workplace harassment affects employee health and business success. Managers tend to choose immediate productivity gains over sustained cultural development because they see harassment policies as unnecessary obstacles which prevent them from building employee trust and security (Diez- Canseco et al., 2022). The approach fails to recognize established reporting systems which results in insufficient responses to harassment incidents. Research shows that employee reporting of harassment becomes impossible when leadership fails to demonstrate complete dedication to harassment elimination because staff members worry about facing retaliation or having their complaints dismissed (Jones et al., 2021). The gap between management opinions and their actual policy implementation creates conditions which allow harassment to continue.

The process of implementing anti-harassment policies becomes more difficult because of existing cultural obstacles. Organizations face a problem because their current norms and employee attitudes minimize harassment severity which leads to reduced reporting and decreased workplace discussions about harassment. Workplace cultures that support competitiveness and toughness create an environment which promotes aggressive conduct through their "tough-it-out" approach thus enabling victim-blaming and preventing employees from reporting inappropriate behavior (Diez-Canseco et al., 2022). The workplace environment

becomes hostile because cultural standards which discriminate against mental health discussions and relationship problems prevent staff members from obtaining assistance. The implementation of prevention strategies becomes less effective because employees believe their concerns will not receive proper attention.

The creation of a single harassment policy becomes challenging because different employee populations from various backgrounds present unique challenges. Organizations that operate with employees from different cultural backgrounds will experience different interpretations of harassment which results in different reactions to harassment cases (Kirkpatrick, 2021). A single policy which applies to all employees could create negative effects by excluding particular staff members and missing important issues which affect their needs. The main obstacle emerges from creating policies which protect multiple viewpoints yet enforce strict harassment prevention measures.

The solution to these problems requires proper training and education programs but these initiatives frequently receive insufficient funding and poor execution. Training programs which do not effectively engage staff members and fail to establish anti-harassment policy relevance for their organization's cultural environment will actually strengthen existing obstacles instead of removing them (Diez-Canseco et al., 2022). Organizations need to dedicate resources to develop specific training programs which teach employees about policies while building workplaces based on accountability and respect.

The solution to these problems requires a complete system which works to eliminate both managerial opposition and organizational cultural obstacles. Senior leaders need to support policies through their endorsement while they actively work to build an organizational culture which bases itself on respect and inclusivity. The development of specific workplace strategies which match actual workplace conditions will establish an environment where staff members can freely discuss harassment incidents without facing any negative consequences. Organizations need to establish a secure workplace because they want to reduce the impact which workplace harassment creates. Organizations need to develop a workplace culture which prevents these behaviors through multiple strategies that include performance checks and employee feedback systems. The implemented strategies both improve current security protocols and motivate staff members to become more involved in their work.

The organization needs to perform ongoing evaluations of its workplace culture together with its established policies. The organization can gain important knowledge about staff views on workplace harassment and safety through its implementation of climate surveys and its conduct of focus groups and interview sessions. The organization needs to perform these evaluations through scheduled intervals which should occur every year or every two years to monitor employee sentiment changes and make strategic adjustments (McDonald et al., 2015).

The received feedback needs to guide periodic assessments of harassment policies together with training programs to verify their continued effectiveness and appropriateness. Organizations which maintain ongoing employee interaction will identify workplace cultural changes so they can make strategic changes in advance (Purdue et al., 2018). Organizations need to use feedback for validating their current performance metrics while showing staff members that their input matters for company policy development.

Organizations need to establish mandatory training programs which should include all staff members including their management and leadership teams. The training program needs to teach employees about harassment laws while teaching them to develop emotional intelligence and better interpersonal abilities which will create a respectful workplace environment (McDonald et al., 2015). The organizational context requires special attention because it needs training design elements which will connect with the employees.

Organizations can create a safer workplace through regular assessments and employee feedback systems and training programs which they should implement. The implementation of these strategies within the organizational structure will improve existing policies while demonstrating employee safety dedication which creates advantages for both staff members and the entire organization.

Organizations must establish strong evaluation and feedback systems to fulfill their legal obligations regarding

harassment while demonstrating their dedication to building a workplace environment based on respect and safety and open communication. The organization needs to maintain continuous work on these strategies while all staff members must actively support these initiatives to create a complete solution for workplace harassment. The study of workplace harassment needs future research to solve multiple knowledge deficiencies which exist in current academic work. Research has advanced our knowledge about how workplace harassment directly affects employee health and workplace productivity but scientists need to study additional aspects which remain unexplored.

The research lacks essential data about how workplace harassment affects employees throughout different periods of time. Research studies at present concentrate on short-term mental and physical responses which include anxiety and depression and job satisfaction without tracking how these effects change throughout the duration. The research method of longitudinal studies would enable scientists to understand better how workplace harassment creates long-term effects which affect employee commitment and workplace stability (Nielsen & Einarsen, 2018). The research findings would help organizations develop better plans and programs which work to reduce damage.

Research should focus on understanding how different forms of discrimination affect workplace harassment. Research about harassment presents it as a single entity which ignores how different personal characteristics including race and gender and sexual orientation and disability status affect people who experience harassment (Buchanan & Consad, 2020). Research should use an intersectional approach to study how various employee identities affect their exposure to workplace harassment and their ability to recover from such incidents for better understanding of workplace effects.

Research lacks empirical evidence which demonstrates the effectiveness of various prevention methods and legal systems that operate within different workplace environments. Research studies have proven that training programs and awareness initiatives remain important but scientists have not studied how workplace culture and organizational design affect their achievement rates. Research studies which compare different business sectors and workplace sizes would provide essential information about which methods work best to stop harassment while creating secure work areas. The research needs to study how legal frameworks which include anti-harassment laws and organizational policies affect workplace culture and employee willingness to file harassment complaints.

Workplace harassment requires attention to how bystanders can use their intervention skills to reduce such incidents. Research shows that active bystanders can reduce harassment incidents but scientists have not studied what drives bystanders to act and how their actions affect the situation. Research should investigate how organizations can develop training programs and support structures which enable bystanders to become effective safety advocates for workplace protection (Banyard, 2011).

The COVID-19 pandemic has created new workplace harassment challenges because more employees now work from home or split their time between office and remote locations.

Research about workplace harassment mainly studies conventional office spaces but fails to explain how harassment occurs in virtual workplaces and how it impacts staff mental health and team unity. The identification of particular harassment risks and digital communication factors which lead to harassment will help organizations create suitable prevention measures and response protocols for modern workplace environments.

Research should focus on future studies which include both long-term observations and multiple group studies to evaluate prevention methods and understand how remote work affects harassment situations and how bystanders behave in such situations. Workplace harassment requires immediate attention because it needs unified action which starts with individual staff members and extends to corporate management and extends to social institutions. Workplace harassment creates multiple negative effects on employees which include mental health problems and decreased work happiness and reduced work performance. The consequences of this situation create effects which reach past the person to impact both the work environment and its operational success. Organizations which do not properly handle harassment cases will face increased employee departures and decreased staff happiness and possible harm to their corporate image which leads to financial losses.

Workplace harassment requires organizations to establish complete prevention systems for effective counteraction. The organization needs to establish training programs which teach employees to recognize harassment while creating spaces where everyone feels respected and included. The organization needs to establish programs which enable staff members to report incidents while protecting them from workplace retaliation so they can create an environment which prevents both harassment and its disregard. The implementation of bystander intervention methods will help employees develop collective responsibility which will motivate them to intervene when they observe any inappropriate workplace conduct.

Organizations base their harassment response strategies on the legal frameworks which exist in their environment. The United States has Title VII of the Civil Rights Act of 1964 which serves as a legal framework to stop and prevent workplace harassment. Organizations need to take active steps to follow the law because their legal defenses depend on it. Employers need to recognize the legal consequences which result from harassment complaints while they must perform complete investigations of all reported harassment cases. The legal system needs to review its existing laws because these laws must keep pace with shifting social values and new types of harassment which occur through digital platforms and virtual workplaces.

Organizations need their policies to function properly for establishing workplace safety standards. Organizations need to establish policies which specify prohibited conduct and establish specific protocols for reporting incidents and determine appropriate penalties for those who break the rules. The organization needs to distribute these policies throughout its entire structure while providing management staff and all other employees with standard training about policy execution. Organizations need to use third-party resources for investigations because this approach helps them maintain objectivity and achieve better results while following all applicable legal requirements. The implementation of anonymous reporting systems enables staff members to feel safer when they want to report their issues.

The need to solve workplace harassment problems stands as an urgent matter which requires immediate resolution. Organizations need to establish a complete system which includes strong prevention methods together with protective legal systems and efficient regulatory structures. A solution that addresses multiple aspects will defend staff members while creating an environment which promotes employee well-being and better work performance. Organizations need to stay alert in their fight against workplace harassment because society demands equal treatment and safe workplaces for all staff members. The organization upholds its professional values through this action which both fulfills legal requirements and demonstrates their dedication to creating an environment based on respect and inclusiveness and integrity.

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