

Physical And Psychological Harassment in the Workplace

Ethical risks in organizations are not always related to money ;sometimes they involve human dignity. Psychological or physical harassment in the workplace has a negative impact on employees' productivity, motivation and job confidence . Such behaviors can take many forms , such as constant criticism ,humiliation ,exclusion or even physical aggression. These situations are unfortunately common and affect both women and men. Workplace harassment often makes employees feel unimportant and ignored , damaging their mental health and violating their basic human rights.

Workplace harassment can be defined as any repeated or intentional behavior that humiliates, intimidates or threatens an employee. Psychological harassment ,on the other hand , involves direct acts such as pushing hitting or unwanted physical contact. Both types of harassment violate ethical principles and create a toxic and unsafe work environment that affects employees' mental and physical well-being.

Here are the 17 most common types of workplace harassment to be on the lookout for:

- Sexual Harassment
- Hostile Work Environment
- Discriminatory Harassment
- Disability Harassment
- Racial Harassment
- Sexual Orientation Harassment
- Gender Identity Harassment
- Ageism
- Religious Harassment
- Personal Harassment
- Physical Harassment
- Verbal Harassment
- Psychological Harassment
- Power Harassment
- Online Harassment (Cyberbullying)
- Retaliation

- Third-Party Harassment ¹

The Victim (Impacts & Effects)

Negative Thinking. Other than strong negative emotions, workplace harassment could also evoke negative thinking such as feelings of rejection and untrustworthiness, self-doubt, low self-esteem, and morale. This is understandable since the constant exposure to negativities, hostilities, and a chaotic workplace environment could indeed generate negative thoughts as shared by The Principled Supervisor, “The actions of the administration and my co-workers’ treatment of me made me feel unwanted and untrustworthy person.” This was also evident in the experience of The Nervous Trainee, “As a person, low self-esteem. During that time, I was already thinking if I should continue. I was telling myself that there might be truth to what they were trying to make me feel that I really don’t know anything. Also negative thinking because I was also telling myself that I might not really make a good doctor. Low self-esteem in the sense that I was telling myself even how hard I study I couldn’t just live up to the standard.” As well as with Ms. Goody-Goody’s experience, “I felt low-morale when I was removed from the morning news. I asked myself – ‘I don’t know anything? What did I do wrong?’ Because I wasn’t told what I have done wrong.” ²

The example given above is the speech of a real psychological victim. If we want to add a few more to these companies,

-Kroger/Ralphs Grocery -McDonald’s -Ford Motor --21st Century Fox/Fox News ³

In conclusion, workplace harassment is a serious ethical problem that affects both employees and organizations. Companies must take responsibility by creating clear anti-harassment policies, offering training and encouraging employees to speak up safely. Preventing harassment is not only a legal duty but also an ethical obligation to protect human dignity. Ensure a positive organizational culture.

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¹ <https://www.hracity.com/blog/workplace-harassment/>

² <https://journals.indexcopernicus.com/api/file/viewByFileId/1749675>

³ <https://www.caemployeelawyer.com/top-5-large-corporations-sued-for-sexual-harassment/>