

Sexual Harassment

Not only is sexual harassment in the workplace inappropriate, but it also decreases morale and productivity and can even create an unsafe environment. It can also lead to legal action against the company. While sexual harassment can occur between employees of the same gender, it is most often directed toward women by men. Two primary categories of sexual harassment in the workplace are quid pro quo and hostile work environments.

Identification of a business issue

Former Uber engineer, Susan Fowler, encountered both quid pro quo and hostile work environment sexual harassment during her time at the company.

Fowler's sexual harassment claim is part of employment law. Employment law encompasses everything from how an employer can hire or fire someone to promotions and compensation.

According to this area of the legal system, sexual harassment in any form is not allowed. If an

Application of employment law

employee experiences sexual harassment from their employer or coworker, they may file a claim with either their company or the Equal Employment Opportunity Commission (EEOC). For example, if Fowler were sexually harassed by her boss, she

would fall under Title VII of the Civil Rights Act of 1964, which protects employees against sexual harassment. Fowler's story is a reminder of how important it is to be aware of and prevent sexual harassment in the workplace. Employers can create a respectful and inclusive environment for all employees by taking certain measures.

Use of case study

Susan Fowler reports being sexually harassed by her manager and finds the response from Uber's HR department inadequate. She describes being told that it was her manager's "first offense" and that he would be given a "warning and no longer eligible for promotion for a while." According to Fowler, this response was typical of how


sexual harassment was handled at

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Uber. The company's HR department was known for protecting high-performing managers, even when they had been accused of misconduct. As a result, many women at Uber felt they had nowhere to turn when they experienced sexual harassment or discrimination. In the case of Susan Fowler, it is clear that her response to report her situation to HR was realistic. However, given the culture of silence and protection that existed within the company, it is likely that her experience was not unique. Victims of sexual harassment often find themselves in similar situations, with little recourse available to them. This highlights the need for companies to create an environment where employees feel comfortable reporting misconduct. Only then can action be taken to address the problem.

Some aspects of Uber's corporate culture contributed to the rise of sexual harassment and other forms of discrimination. One key issue is the lack of diversity at the company. In a male-dominated industry, Uber was one of the few companies with a female CEO, and women made up just over a quarter of its workforce. This created an environment where men were often in positions of power over women. Additionally, Uber encouraged a culture of aggressive competition and machismo. The company puts a high value on "disrupting" industries and breaking the rules. This aggressive attitude may have contributed to an environment in which sexual harassment was seen as acceptable. Finally, Uber's corporate structure was decentralized, with different teams operating independently. This led to a lack of accountability and transparency, which allowed sexual harassment and other forms of discrimination to go unchecked.

Uber should take the following corrective actions to limit their liability and prevent sexual harassment in the future: first, they should increase training for all employees on what constitutes sexual harassment and how to report it; second, they should create an anonymous



***Recommendations
for corrective
action***

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reporting system for cases of sexual harassment; third, they should investigate all reports of sexual harassment thoroughly and swiftly; fourth, they should take disciplinary action against any employees found to have engaged in sexual harassment; and fifth, they should provide regular updates to the public on their efforts to address sexual harassment. While no system is perfect, these steps would help to create a safer environment for all Uber employees and passengers.



College Essay

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