

Sexual Harassment at Work: A European Experience

Artan Çela

Albanian Power Corporation

Abstract

Unwelcome sexual advances, proposition or pressure for sexual activity, offensive flirtations, leering, whistling, making sexually suggestive gestures, sexual jokes, unwanted sexual looks, unwanted letters, telephone call, or materials of a sexual nature, unwanted physical contact, actual or attempting rape or sexual assault, this and more of this conduct if took place in the workplace would amount to a sexual harassment. The sexual harassment at work has become a serious issue of our time. It is an unjustified interference of integrity, dignity and well-being of workers, causing problems from headaches to depression, loss of confidence, panic attacks and perhaps suicide as the only way appearing to be the sole possible relief from the unremitting and frightening behavior. This article presents information concerning the sexual harassment at workplace, covering topics such as, the definitions for sexual harassment in both international and national context, a short history of sexual harassment, types of sexual harassment, effect of sexual harassment, measure to combat and prevent sexual harassment. It offers a short overview in sexual harassment legislation of some industrialized EU Member States and the legal remedies available against sexual harassment. The main purpose of this article is to provide a better understanding and prevention concerning the issue of sexual harassment in workplace.

Keywords: *sexual harassment, sexual blackmail, rape, sexual assault, discrimination.*

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