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## UNCONSCIOUS BIAS AND ITS LINK TO WORKPLACE SEXUAL HARASSMENT

Workplace sexual harassment remains an alarming issue across various industries and organizations. Defined as inappropriate conduct of a sexual nature, such as unwanted advances, crude jokes, or suggestive remarks, sexual harassment creates hostile environments that negatively impact employees' well-being and productivity. Often, these issues are compounded by unconscious biases — the silent, pervasive assumptions that shape workplace behavior and prevent fair treatment.

From high-profile cases making headlines to systemic toxic environments, workplace culture is under scrutiny like never before. Many victims seek justice

through sexual harassment attorneys when organizations fail to hold perpetrators accountable. However, addressing this problem goes beyond legal recourse — it requires understanding, identifying, and mitigating unconscious biases that allow inappropriate behavior to persist under the radar.



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### WHAT IS UNCONSCIOUS BIAS?

Unconscious bias refers to the implicit attitudes or stereotypes humans hold about others without realizing it. These biases are shaped by our upbringing, culture, experiences, and societal influence and affect decision-making and interactions. While biases may not be intentionally harmful, their impact is often far-reaching, especially in professional settings.

### HOW DOES UNCONSCIOUS BIAS SHOW UP IN THE WORKPLACE?

Unconscious biases shape how employees are hired, promoted, and treated. They can result in unequal opportunities and perpetuate exclusionary practices. For instance:

- **Gender Bias:** Assuming managerial roles are suited for men while women are stereotyped into nurturing roles.
- **Affinity Bias:** Favoring colleagues with shared backgrounds or interests while unintentionally sidelining others.
- **Halo Effect:** Overvaluing certain attributes (e.g., charisma), leading to leniency in overlooking inappropriate behavior...

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