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THROUGH THIS ENTIRE PROCESS. I COULDN'T HAVE PICKED A
BETTER FIRM TO WORK WITH. THANK YOU AGAIN.” - C.D.

WHAT CAN YOU DO IF YOU WITNESS SEXUAL HARASSMENT?

Sexual harassment in the workplace is a serious issue, particularly for the employees who employers fail to protect. It can create a hostile environment, harm employee morale, and damage professional relationships. For victims, it's traumatic and can have long-lasting repercussions.

But what about those who witness it? Standing on the sidelines can often feel equally troubling, and you'll want to know how you can help. If you've witnessed sexual harassment, it's vital to know that your actions can play a significant role in bringing about justice and contributing to a safer workplace for everyone.



EXPLORE SEXUAL HARASSMENT RIGHTS IN:

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LEGAL OBLIGATIONS AND PROTECTIONS AS A WITNESS

Witnessing sexual harassment can put you in a complex position, but the law offers some guidance. While there's no federal requirement obligating witnesses to report harassment, legally speaking, many organizations expect employees to bring such issues to light. Retaliation against witnesses who report harassment is illegal under federal law, including Title VII of the Civil Rights Act of 1964.

It's important to remember that as a witness, you're a crucial piece in addressing workplace harassment. Your courage to speak up can help prevent the behavior from continuing — and potentially protect future victims.

Ethically, remaining silent allows toxic environments to persist. Taking action when you witness sexual harassment demonstrates empathy and a commitment to creating a workplace where everyone feels safe and valued. While fear of backlash or confrontation may hold you back, remember that doing nothing can have more significant consequences — not just for the victim, but for the broader company culture...

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