The harassment at workplace: To prevention methods influenced by organizational culture

Mannava Sumaja
mannavasuma@gmail.com
Konera Lakshmaiah Education Foundation, KL
University, Guntur, Andhra Pradesh

Yaddula Chitrarekha
chitrarekha@kluniversity.in
Konera Lakshmaiah Education Foundation, KL
University, Guntur, Andhra Pradesh

ABSTRACT

My research paper is purely depended on conceptual and assuming grievance for harassment in a workplace the harassment included ladies and gentlemen under different circumstances and environment. Harassment is not just physical or psychological as well. By finding, different perceptions of pupils at the workplace are made harassment is the caused to happen. Harassments, in general constraints, influenced by environment, physical and psychological problems, food habits, the technology available and associated social media and network of circumstances available to the harasser. Limitations are to collect information from various research papers. Analyzing all research paper with various constraints; Suggested to voice open against harassment by affected person to getting success for grievance on harassments'. The prevention methods are helping society.

Keywords— Harassments, Social network, Food habits and jealousy, Economic conditions, Grievance, Laws, Helping society

1. INTRODUCTION

Workplace harassment: Grievance with self-forms the basis for a person to be controlled and harassed in a workplace or social gathering or in any given circumstances. Not just a physical touch at different degrees but also mental torture in any form or act is also called harassment. Some express their feelings directly but some imposed to inject their feelings to emotionally blackmailed and pressure creates to support the number of pupils but the ultimate winner is battle their harassments. How to grievance all these things? Use the weapon of truth. Not need directly to answer, sometimes use an indirect way. Psychological barrier to war with a weapon of attentive and truth, defiantly support curiosity to know 'what's the truth', just redress with pleasant and soft manner. We didn't control it but defiantly we can escape those (harassment), then it will stop automatically. The traditional cultural values as stable establish male superiority as make almost impossible for legal actions or even internal disciplinary actions against harasser help to succeed.

2. REVIEW OF LITERATURE

Harassment is a year full of revelations. Some of them have been shocking: the corrupt dealings of some political leaders and lewd habits of other Hollywood producers all have been exposed on the pages of newspapers. The #me too hashtag that began a few months ago gave women who had access to the internet a venue in which to share the alarming extent of workplace harassment.

For women, particularly those who work or study outside the home, the stories that had been told are painfully familiar: bosses who demand illicit relationships, superiors who fire women who do not return their advances, the promotions denied, pay reduced, all making up the horrific landscape of harassment. [1]

2.1 Emotional harassment

Unlike physical harassment, emotional harassment is unnoticeable and also viewed as being more socially acceptable. Naturally, emotional harassment in the workplace gets less attention than physical harassment in the workplace, which perpetuates the issue of emotional harassment in the workplace. According to Keashly, emotional harassment can be defined as "the hostile verbal and nonverbal behaviors that are not explicitly tied to sexual or racial content yet are directed at gaining compliance from others." In short, emotional harassment is manipulation of people's actions through social behaviors.

One common form of emotional abuse in the workplace is bullying. Also known as mobbing, workplace bullying "is a long-lasting, escalated conflict with frequent harassing actions systematically aimed at a target person." Specific actions of workplace bullying include the following: false accusations of mistakes and errors, hostile glares and other intimidating non-verbal behaviors, yelling, shouting, and screaming, exclusion and the "silent treatment," withholding resources and information necessary to the job, behind-the-back sabotage and defamation, use of put-downs, insults, and excessively harsh criticism, and unreasonably heavy work demands designed to ensure failure. The 2014 Workplace Bullying Institute/Zogby national survey shows that 27 percent have experienced workplace bullying in the past, and seven percent of employees currently suffer workplace bullying. In addition, "more than 97% of nurse managers reported experiencing abuse, whereas 60% of retail industry workers, 23% of faculty and university staff, and 53% of business school students reported abuse at work." The areas of industry in which emotional abuse
With such frequency of workplace bullying among various groups of people, many theories exist in discussing the causes of workplace bullying. One side argues that the bullying targets are in fact responsible for the bullying. More specifically, some physicians and psychologists attribute the cause of workplace bullying to the target employee's mental disorders, such as general anxiety disorder, instead of the working situation. The opposite argument contends that the cause of workplace bullying lies in the organizational problems and poor leadership skills. Another argument states that workplace bullying is a multi-causal phenomenon, as different factors can play their respective roles in building the tension. Despite this plethora of arguments, Zap addresses that academic analysis of the cause is difficult. Getting the perspective of perpetrators and potential bystanders are unrealistic, and therefore the studies are primarily focused on victims' interviews.

### 2.2. Harassment

"Harassment" refers to a broad number of behaviors that are subject to both criminal punishment and civil liability. On the criminal side, states have a wide variety of criminal laws forbidding harassment in many forms, including general harassment crimes as well as specific forms of harassment, such as stalking and cyber stalking.

#### 2.3. Criminal harassment versus civil harassment

Criminal harassment should not be confused with how "harassment" is often used in contexts such as workplace discrimination lawsuits. Federal and state laws ban discrimination against certain types of people in certain situations, such as at work or in housing decisions. In these non-criminal contexts, the victim can sue the harasser in a private civil lawsuit, alleging that the harassment constitutes discrimination. On the other hand, criminal harassment is usually confined to state law. States vary in how they define criminal harassment. Generally, criminal harassment entails intentionally targeting someone else with behavior that is meant to alarm, annoy, torment or terrorize them. Not all petty annoyances constitute harassment. Instead, most state laws require that the behavior cause a credible threat to the person's safety or their family's safety. Though state harassment laws vary, they often take different levels and methods of harassment into account. Separate penal statutes or a general harassment statute may list various ways to communicate harassment, including telephone calls, emails, and other forms of communication. Whether there was any legitimate reason for the communication becomes a factor in many states’ harassment laws. Harassment charges can range from the misdemeanor to high-level felony charges. In many states, people charged with harassment will receive a higher level charge if they have previously been convicted of harassment, of communicating a threat, or of a domestic violence offense. Harassment by someone in violation of a restraining order may also draw a higher level charge. Some states elevate the charge if the harassment targeted someone based on race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation.

### 2.4. Stalking and menacing

In some states, "stalking" is specified as a separate offense from harassment. Other states include both harassment and stalking under a single general statute. Stalking generally refers to a clear pattern of conduct through which the perpetrator causes the victim reasonable fear for their safety or their family's safety. Interstate stalking is a federal crime. Some states punish stalking as a form of "menacing." Menacing can often include ongoing actions, such as stalking someone, which cause reasonable fear in the victim. Menacing also often includes single acts which are purposefully intended to create a reasonable fear in someone, such as brandishing a weapon. Whether and how states draw lines between harassment, menacing and stalking varies greatly. For more specifics, see state stalking laws.

#### 2.5. Cyberstalking

Some states have enacted specific laws against stalking someone online. "Cyberstalking" generally refers to stalking someone through the internet, email, text messages, or other means of electronic communication. Many states have revised their harassment and/or stalking laws to explicitly include harassing electronic communications. Some states also punish actions akin to cyberstalking under laws aimed at improper uses of computers or electronic communications networks. Federal law makes it a crime to "transmit in interstate commerce" (which includes the internet) a communication containing a threat to kidnap or physically harm someone.

### 2.6. Harassment and restraining orders

While prosecutors can charge someone with criminal harassment, victims of abuse or harassment may also petition the court for an order of protection or restraining order to prohibit someone from engaging in harassing behaviors. Orders against harassment and restraining orders frequently come into play in situations involving domestic violence. Such orders come from civil courts, but a violation of these court orders may constitute a separate criminal offense and/or contempt of the civil court. Violating a protective order may also increase the severity of harassment, stalking or menacing charge.

### 3. NEED FOR THE STUDY

Raising voice on harassment by who the suffered person.

#### 4. THE SCOPE OF THE STUDY

By grievance, it helps to society.

#### 5. OBJECTIVES OF THE STUDY

- To shown impact of social network, food habits of the harasser.
- To motivate be a human without jealousies.
- To redress harassments by self-motivated fighting to open up on society.
- To motive organizations for redressing beyond the traditional status circumstances.
6. LIMITATION OF THE STUDY

- Collect information from a person who suffered exactly is not opened.
- Organization circumstances which are help harasser for an open effected person getting not fully success for grievance harassments'.
- Impacts of harassments' are she/he faced basis on the number of times and number of pupils.

7. THE SIGNIFICANCE OF THE STUDY

Harassment is different ways which are physical touching and mental torches as in psychological barrier. (1) Harasser effected to cause to his/her open naked eye mostly impact of social media and network, food habits, the environment they living and grown, physical and psychological problems of the harasser. (2) Effecting person of harassed constraint is majorly his/her economic condition, weakness, the environment of the workplace and personal life. (3) Harasser helpers are who affected person co-workers jalousies are the role of major and encouraging curiosity pupils are a role of the minor. These three are highly causes of harassments. Harasser position/designation and they need to organization major constraint by easily cover to escaping and mostly effectiveness impact organization circumstances help to the escaped harasser. In this study is a spotlight on mental torches.

7.1. Assuming hypothesis

Harassment measuring is most effects on Type 3 error in hypothesis testing because the evidential should not open by harasser, persons who cooperate, faced person and mostly organization for their prestigious value. The Generalized Type 3 Error is a right answer and wrong model, spotlight a researcher's attention on the two main parts of the reasoning chain:

Data Planned Statistical Tests to be performed findings cause of harassment, such influences as generalized type III Error and common influences on Type III Error would be:

- Incorrect operationalization of variables those co-workers, high level to low=level employees in the organization.
- Poor theory explanations of findings of harassment by a targeted person.
- Mix-identifying causal architecture by collecting information.
- For instance, focusing on inter-individual factors cause of harassment for homelessness rather than structural factors relating persons not open up and controlling of the organization to not open for reputation in the society. Confuses targeted person becomes homeless with a pressure of organization homelessness exists.

7.2. Effective causes of harasser for harassment

For harassment most common cause's effectiveness is discussed with graphical representation.

7.2.1. Impact of social media and networks: The effectiveness of harassments to targeted people by harasser are romantic, love and sexual feelings are majorly razing from social media as movies, advertisements, serials, promoting programs and curiosity people to know about it. Internet search engines are mostly to know about these all. Discussion of friends and colleagues they teasing also called for psychological barriers.
Collecting and analysis data from the research paper [2]: Media reports on incidences of abuse on the internet, particularly among teenagers, are growing at an alarming rate causing much concern among parents of teenagers and promoting legislation aimed at regulating internet use among teenagers. Social networking sites (SNS) have been criticized for serving as a breeding ground for cyber-bullying and harassment by strangers. However, there is a lack of serious research studies that explicitly factors associated with cyber-bullying and online harassment of teenagers in the United identify factors that make teenagers prone to internet abuse, and study whether it is SNS that is causing this recent rise in online abuse or is it something else. This study attempts to identify the key States using the 2006 round of Pew Internet American Life Survey that is uniquely suited for this study. Results fail to corroborate the claim that having social networking site memberships is a strong predictor of online abuse of teenagers. Instead, this study finds that demographic and behavioral characteristics of teenagers are stronger predictors of online abuse.

7.2.2. Impact of food habits: The effectiveness of food habits as vegetarians and non-vegetarians as the spice, sweet, sour, bitter and salty for harassments.

Collecting and analysis data from the research paper [3]: The most important concepts to bear in mind in dealing with the problematical issues of animal behavior are (a) the wholeness and typical form of acts, (b) the advance of situations, and (c) the fact that an organism always does everything it can do. These fundamental ideas have been employed, so far, mainly in relation to physical development, growth and organic function. But, as already stated in the research paper by analysis of three different states of pupils.

7.2.3. Impact of an environment they living and grown: Highly effected for harassment is pupils they present environment and grown of Harasser, affected person and curiosity pupils. They are three categories livening & grown up standards, ethical manners, and unethical practices.
7.2.4. Impact of physical and psychological problems: Background of the personal life, physical appearance and psychological problems of the harasser, affected person and curiosity pupils cause harassments.

![Graph showing impact of physical and psychological problems](image)

**Fig. 5: Graph showing impact of physical and psychological problems**

**Collecting and analysis data from the research paper [5]:** Sexual harassment has been conceptualized as a form of gender-based abuse which has significant effects on victims. This article reviews research on the effects of harassment in three complementary areas. Work-related, psychological, and somatic effects of sexual harassment on women workers are reviewed, as are the impacts on the employing organization. The third part of the review deals with women victims' responses to harassment and attempts to cope with harassment. The most frequently used attempts to cope may not be effective under certain circumstances. The available research has significant shortcomings and reveals important gaps. It yields a laundry list of effects and responses, but it does not allow us to specify conditions under which particular effects will occur or the factors that affect a choice of response. Compared to other facets of sexual harassment, the topic of outcomes of harassment has generated relatively little interest among researchers. Reasons for the lack of research in this area are discussed.

7.3. Constraints he/she effecting to harassed:
Derived from the theoretical and graphical representation of constraints to effecting harassed.

7.3.1. Impact of economic conditions: Mostly economic conditions effected but some extent it may not for harassment. Even celebrities and their children are affecting harassment. Poor pupils are highly affected by harassment. Economically average pupils are affecting harassment.

![Graph showing impact of economic conditions](image)

**Fig. 6: Graph showing impact of economic conditions**

**Collecting and analysis data from the research paper [6]:** Conflict in a workgroup turned into harassment if a group member is persistently confronted with negative acts with few possibilities to retaliate. Cross-national differences in such intragroup harassment are considerable but wait to be understood. In this study, survey data from 44,836 employees in 44 countries revealed that a cultural in-group orientation was associated with lower employee harassment. In addition, and in agreement with Van de Vliet's climate-economic theory of culture, workforces reported more harassment in poorer countries with more demanding climates of colder-than-temperate winters, hotter-than-temperate summers, or both. Finally, it was found that the impact of climate-economic hardships on harassment suppressed the impact of cultural in-group orientation on harassment. Using the regression equation obtained for the sample of 44 countries, national levels of employee harassment for a broader pool of 103 countries were estimated and scrutinized for their validity for future research. Data from the World Values Surveys were used to validate the estimations. The results provide the basis for a further hypothesis, that employee harassment is more prevalent in countries with either survival or self-expression cultures than in countries with cultures that are intermediate between those two extremes. The results have implications for prevention and remedial measures.
7.3.2. Impact of an environment at the workplace and personal life: Harasser, affected person and curiosity pupil makes changes in the workplace with their personals into an environment in the organization to cause harassment.

![Graph showing impact of an environment at the workplace and personal life](image)

Collecting and analysis data from the research paper [7]: The aim of this study is to explore the relationships between organizational and social work conditions and the occurrence of bullying and harassment at work. Bullying and harassment are situations where a worker or supervisor is systematically mistreated and victimized by fellow workers or supervisors through repeated negative acts like insulting remarks and ridicule, verbal abuse, offensive teasing, isolation, and social exclusion, or the constant degrading of one's work and efforts. A postal questionnaire was distributed to 4200 members of six different labor unions, together with 500 representatives from the Norwegian Employers' Federation (NHO). Two thousand two hundred and fifteen responded, yielding a response rate of 47%. The results show that the occurrence of bullying and harassment is significantly correlated with all the seven measures of work environment used in the study. Low satisfied with leadership, work control, social climate, and particularly the experience of role conflict, correlate most strongly with bullying. The results also show that different work conditions are related to bullying in different organizational settings. Only role conflict shows a partial correlation with bullying in all subsamples. Work conditions account for 10% of the variance in bullying, ranging from 7% to 24% in the different sub-samples. The results show that both the victims of bullying and the observers of bullying report a low-quality work environment.

7.3.3. Impact of weakness and emotions of targeted person: Harassments make help of targeted person weakness and emotions. Harasser took advantage with help jalousies of co-workers and curiosity pupils.

![Graph of impact of weakness and emotions of targeted person](image)

Collecting and analysis data from the research paper [8]: The authors report results from 5 experiments that describe the influence of emotional states on trust. They found that incidental emotions significantly influence trust in unrelated settings. Happiness and gratitude--emotions with positive valence--increase trust, and anger--an emotion with negative valence--decreases trust. Specifically, they found that emotions characterized by other-person control (anger and gratitude) and weak control appraisals (happiness) influence trust significantly more than emotions characterized by personal control (pride and guilt) or situational control (sadness). These findings suggest that emotions are more likely to be misattributed when the appraisals of the emotion are consistent with the judgment task than when the appraisals of the emotion are inconsistent with the judgment task. Emotions do not influence trust when individuals are aware of the source of their emotions or when individuals are very familiar with the trustee.

7.4. By helping jealousy of co-workers and encouraging curiosity pupils who are at top level to low level employees:

To helping contents for harassments are analyzed with graphical representation.
Collecting and analysis data from the research paper [9]: Sexual harassment of women in organizational settings has recently become a topic of interest to researchers and the general public alike. Although numerous studies document its frequency, the development of conceptual models identifying antecedents and consequences of harassment has proceeded at a slower pace. In this article, an empirical test of a recently proposed conceptual model is described. According to the model, organizational climate for sexual harassment and job gender context are critical antecedents of sexual harassment; harassment, in turn, influences work-related variables (e.g., job satisfaction); psychological states (e.g., anxiety and depression); and physical health. On the basis of a sample of women employed at a large, regulated utility company, the model’s predictions were generally supported.

7.4.1. Impact of jealousies of co-workers: Knowledge, economic condition, appearances of the naked eye person as surviving like co-worker is helped to harassment.

Collecting and analysis data from the research paper [10]: As a way of understanding why people exposed to—and profoundly affected by—violence through recurrent forms of managerial language, can suffer, become silent and find it difficult to voice their resistance and anger. The structure of derision identified in such a context is twofold: first the false promise that one will be treated as a subject, i.e. a person which otherness, subjective voice, and desire are acknowledged (openness), and, second, the disappointment of this expectation with the suffering realization of being treated as an object, a resource or a number (closure). Derision provides a new critical understanding of a whole range of managerial and organizational control mechanisms such as appraisal, job interviews, quality certifications, benchmarking, etc.

7.4.2. Impact of curiosity pupils who are encouraging top-level to low-level employees: Enjoying gossips with imaginations are encouraging jealousies of the co-worker as help to harasser from the top-level to the low-level employees as one variable to cause of harassment.

Collecting and analysis data from the research paper [11]: Forms of address in the Caribbean are part of a complex politeness system which developed as a result of the socio-historical conditions of the plantation system, the transfer, and continuities of
Socio-pragmatic rules from West African and European cultural and linguistic traditions, as well as new creolized or innovative practices. Terms of address are not only indicative of the social position and identity of a person in a community but are also often used strategically in situations of potential conflict. Many of the nominal terms of address and their adaptation to specific conversational situations may be explained in the light of the specific postcolonial cultural and linguistic ambiguity in the Anglophone Caribbean. Like numerous non-standard Englishes, Caribbean Englishes and Creoles also have the second-person pronominal distinction. Since the plural form is neither used for obligatory plural marking nor as an honorific as in many European (T/V) languages, this distinction has so far been regarded as insignificant and little or no research has been devoted to systematically investigating the possible strategic meaning of second people plural forms like Trinidad or Jamaica. Based on empirical research in Trinidad, I will argue in this paper that the plural form is used either to emphasize the existence of plural addressees or for face management in positive and negative face menacing situations. To either single or multiple addressees, the plural form can be used as a politeness strategy in specific situations, for instance, to express vagueness or indirectness when a speech act could be otherwise interpreted as face-threatening.

7.5. Causes of the number of pupils who are interested in a targeted person

These are constraints truthiness, wisdom, communication, personality as per mentally and physically of a person to targeting for harassment.

Collecting and analysis data from the research paper [12]: The present paper reviews and summarizes the research and literature on the nature and causes of bullying at work. Bullying occurs when someone at work is systematically subjected to aggressive behavior from one or more colleagues or superiors over a long period of time, in a situation where the target finds it difficult to defend him or herself or to escape the situation. Such treatment tends to stigmatize the target and may even cause severe psychological trauma. Empirical studies on the causes of bullying have concentrated on the personality of the victim and psychosocial factors at work. Most studies treat bullying as a unified phenomenon, in spite of the fact that different kinds of behaviors are involved. The concepts of dispute-related and predatory bullying are introduced in an effort to broaden the perspectives used in future investigations on both the nature and the causes of bullying at work. In these situations, Truthiness, wisdom, communication, a personality of a targeted person are the helping to find necked eye person as a harasser.

7.6. Impact of working employees who are against targeting a person

Working employees help to harass with participation in teasing of the targeted person. Must reduce with investigating of individual reaction to workplace bullying exposure.

Collecting and analysis data from the research paper [13]: To investigate the individual reactions to workplace bullying exposure. To this end, we put forward a conceptual model which is tested on a heterogeneous sample of 6175 employees using a strict confirmatory approach of structural equation modeling. The results are twofold. Firstly, workplace bullying leads directly to a decrease in job satisfaction and organizational commitment and to an increase in turnover intentions. Secondly, job satisfaction seems to be a partial mediator between workplace bullying on the one hand and organizational commitment and turnover on the other hand. The dominant process may have 3 phases: lowering job satisfaction as the emotional reaction to exposure (1) which is translated into lowering organizational commitment (2) and in turn into increasing turnover intentions.

7.7. Impact of Position/Designation of harasser at the organization as needing his/her in the workplace

The position/Designation of harasser at the organization as needing his/her own workplace helps to make harassment
Collecting and analysis data from the research paper [14]: Violence and harassment in the workplace have garnered substantial public and research attention in the past decade. Most attention has been focused on the more extreme forms of physical violence such as homicide and, to a lesser degree, sexual and racial harassment in the workplace. However, recent surveys of workplaces suggest there is another form of violence that is more frequent, has similar effects as physical, sexual, and racial violence, and yet appears to be more socially acceptable. Emotional abuse is the term coined in this review to capture the hostile verbal and nonverbal behaviors that are not explicitly tied to sexual or racial content yet are directed at gaining compliance from others. Examples of these behaviors include yelling or screaming, use of derogatory names, the "silent treatment," withholding of necessary information, aggressive eye contact, negative rumors, explosive outbursts of anger, and ridiculing someone in front of others. Despite increasing public awareness, systematic research has been slow in coming. This article reviews the currently available research literature in an effort to identify what is known and what questions are still unanswered.

Theoretical propositions are derived from researchers' definitions of abuse and examined with respect to workplace abuse research and other kinds of literature (e.g., occupational stress, destructive criticism, sexual harassment). Additional areas of target responses and antecedent conditions for emotional abuse are also explored. Discussion throughout the review emphasizes future directions for research and the implications for organizational policies and prevention/intervention efforts.

7.8. Impact of the organization circumstances and their fear of reputation effect

In organization circumstances prohibition is less and their implementation, prevention is not at their norms, those are highly implemented harassment. Reputation fear of organization is majorly helping to cause harassment.

Collecting and analysis data from the research paper [15]: Although workplace incivility has been found to negatively impact individual and organizational performance and interfere with the creation of a civil and respectful workplace, the phenomenon has been largely overlooked by the field of human resource development (HRD). This article reviewed the workplace incivility literature to provide a better understanding of the characteristics, prevalence, trends, causes, and impacts of this phenomenon in contemporary workplaces. The review indicates that workplace incivility frequently occurs and is harmful; however, it is generally not well understood and accordingly not recognized as an issue needing attending. Therefore, this article calls for research attention from HRD scholars. The authors further provide HRD practitioners some guidelines that may assist them in identifying and dealing with uncivil behaviors at work and ultimately bringing out the desired individual and organizational performance.

8. RESEARCH TECHNIQUES AND METHODOLOGY

8.1 Secondary data

The Secondary data collecting from various ways form of (1) availability the internet, (2) Print media shreds of evidence, (3) Social media pieces of evidence, (4) Law full registered cases and (5) Historical shreds of evidence.

8.1.1. Availability on the internet: Collecting and analysis data from the research paper [16]: Research articles for Sexual harassment have been identified as one of the most damaging and ubiquitous barriers to career success and satisfaction for women. This study meta-analyzed data from 41 studies, with a total sample size of nearly 70,000 respondents, to examine
sexual harassment experiences are associated with negative outcomes such as decreased job satisfaction, lower organizational commitment, withdrawing from work, ill physical and mental health, and even symptoms of post-traumatic stress disorder. In addition, the organizational climate for sexual harassment figured prominently in facilitating these occurrences.

8.1.2. Print media sheds of evidence: Collecting and analysis data from the research paper [17]: The media sometimes present certain myths related to sexual offenders that run contrary to the data supported by empirical research, such as being compulsive, homogenous, specialists and incapable of benefiting from treatment. These myths affect the public's overall perception of sexual offenders and their crimes, which in turn, can influence public policy. The literature suggests that television news presents several myths about sex crimes and sexual offenders; however, research on whether the print media perpetuate these myths is limited. This exploratory study seeks to fill this gap in the literature by examining the presentation of sex offender myths in newspaper articles. Employing content analysis, this study evaluated a sample of 334 articles published in 2009 in newspaper across the United States for the presence of sex offender myths. Sex offender myths were not significantly related to the type of article, the region of publication, victim age or gender, or the type of offense. Myths were, however, significantly associated with articles reporting on various types of sex offender policies, often in a manner which runs contrary to empirical research. The legal and policy implications of these findings are explored.

8.1.3. Social media pieces of evidence: Collecting and analysis data from the research paper [18]: "Textual harassment"—sending offensive or inappropriate text messages to coworkers—is on the rise, Contemporary social media technologies (e.g., Facebook, Twitter, Tumblr, blogs, Instagram, Foursquare) carry numerous risks associated with personal and professional connectivity, privacy, and intimacy, and these risks require a new look at policy formulation concerning the boundaries of workplace romance versus harassment in the Internet age. This article includes a review of the relevant literature on workplace romance and sexual harassment policies and discusses evolving social media policies, legal perspectives, and privacy issues. We advocate the concept of "love contracts" to aid human resource professionals, legal experts, and romantic couples concerning the risks of social media spillover and harassment from romance in the office.

8.1.4. Law full registered cases: Collecting and analysis data from the research paper [19]:Sex offender registration was widely implemented in the 1990s as a means of enhancing community awareness of sex offenders to promote community safety. This study is one of the first examinations of the collateral consequences of sex offender registration from the perspective of the offender. Drawing on data from 121 registered sex offenders in Kentucky, this research shows that social stigmatization, loss of relationships, employment, and housing, and both verbal and physical assaults are experienced by a significant minority of registered sex offenders.

8.1.5. Historical sheds of evidence: Collecting and analysis data from the research paper [20]: The booklet of Contains 83 references on sexual harassment in higher education offers a history of the problem, defines sexual harassment, reviews the relevant legal history and recent court cases, and looks at campus policies and procedures. Following an introductory harassment looks at legal versus institutional definitions of sexual harassment and factors affecting definitions. This section notes that nearly all institutions define and prohibit sexual coercion while "hostile environment harassment" is less widely prescribed. On the prevalence of harassment, reviews pertinent research and discusses experiences of female faculty and whether men can be harassed. There addresses the legal context of sexual harassment. This covers university employees, "quid pro quo harassment," hostile environment harassment, federal guidelines, liability, disciplining faculty, and review of several key cases. On policies and procedures, looks at the extent and nature of policies, union role, grievance arbitration, and responding to complaints. Treats consensual amorous relationships between faculty and students and recommends formally proscribing such relations. Appendixes contain a sexual experiences questionnaire; examples of campus policies from Minnesota State University System, San Diego State University, University of Iowa, and the University of Wisconsin-Madison; and the National Education Association statement on harassment.

8.1.6. Online cases: Collecting and analysis data from the research paper [21]: Online harassment can be divided into direct and indirect harassment. Direct harassment includes threats, bullying, or intimidating messages sent directly to the victim via e-mail or other Internet communications media, and/or through the use of technological means that interfere with a victim's use of the Internet. Indirect harassment includes spreading rumors about the victim in various Internet forums, subscribing the victim to unwanted online services, or sending messages to others in the victim's name. Online harassment becomes "cyberstalking" when repeated unwanted communications persist over time to the extent that victims fear for their personal safety and security, experience chronic anxiety about lack of quality of life, and undergo an erosion of certainty and predictability about what to expect each day. Although there are no precise statistics on the number of online harassment or cyberstalking cases in Canada, this study calculated an estimate of 80,000 female victims and 32,000 male victims annually. The author provides an overview of Canadian laws, policies, and procedures that cover these crimes and notes the lack of victim's ready and immediate access to a crisis, support, and referral services. The author recommends the creation of an independent, nonprofit organization that can act as an information clearinghouse and provide reporting, referral, and support services for victims of online harassment and cyberstalking. This organization would have links with law enforcement agencies and commercial Internet service providers. Additional recommendations pertain to actions by law enforcement agencies, Internet service providers, victim advocates, and victims from 30 references.

8.2 Primary data
Primary data collected from (1) vocal collection of opinions and (2) Questionnaire survey. By the above two types of data collected automatically doing factor analysis.
8.2.1 Vocal collection of opinions: Orally collected information from persons related, near and dear persons of whom helped harasser, those reverse discussed way of normal explanations of facing situations as taking suggestions. In these process must analyze those pupils otherwise gives negative results.

8.2.2 Questionnaire survey: Opinion collection as in form, the questionnaire about facing situations, who related to problems about ‘how to solve harassment?’ one by one person and reverse strategic play of one by one cut off communication then automatically reached necked eye person.

By processing of secondary data collecting, we automatically changed their loops through creating awareness with positive thinking.

9. HYPOTHESIS TESTING

These are based on axiomatic theory because starting doesn’t know who harasser is. That is why assuming each and every person is harasser applying hypothesis on everyone who helped with him, then only gives the correct person.

Basic objectives

Probability space (P) = (Set of outcomes (C), Set of events (E), Measure (m)).

Here, P = Harassment, C = Impact factors for harassment, E = Harasser and top – low-level employees in the organization, M = measuring of targeted person suffered.

The probability space P consists of three objects:

i. The set of outcomes i.e., C = Effective causes of harassment for harassment [Impacts of social media and networks + Impact of food habits + Impact of environment they living and grown + Impact of physical and psychological problems]

ii. The set of events i.e., E = Constraints he/she effecting to harassed [Impact of economic conditions + Impact of the environment at the workplace and personal life + Impact of weakness and emotions of targeted person + Impact of weakness and emotions of targeted person]

iii. Measure i.e., M = 1 [By helping jealousies of co-workers and encouraging curiosity pupils who top level to low level employees + Impact of jealousies of co-workers + Impact of curiosity pupils who encouraging top level to low level employees + Causes of number of pupil who interested on targeted person + Impact of working employees who against to targeted person + Impact of Position/ Designation of harasser at organization as need his/ her own workplace + Impact of Organization circumstances and their fear about reputation effects]

A collection of subsets of ‘C‘ called the ‘E’-algebra and measure that maps elements of ‘E’ to the closed interval [0, 1]. The outcome space is for instance in this experiment is these are major “Causes of harassment”.

10. DATA ANALYSIS AND INTERPRETING

• Data analyzed by graphical representation and interpreted through the collection of research papers from various journals as evidence to my constraints are correct.

• The tested hypothesis with axiomatic theory.

11. FINDINGS

• Harassment caused by many constraints of harasser, targeted person, curiosity pupil, co-workers physical and psychological ability.

• Lack of morality and ethical values and non-ethical behaviors of co-workers and curiosity pupils are made harassment.

• These are major reason find out knew about effects of social media and network, food habits, an environment they living and grown, physical and psychological problems of harasser and organization needs with harasser is helping to harassment.

• Gossips of targeted person and he/she emotional weakness, economical condition, personal life, personality, and wisdom makes help to cause harassment.

• Organizational behavior about fear reputation to publishing in society about grievances methods is helped to harasser for harassment.

• Organizational circumstance and needs of a harasser are the help to create psychoses for harassment.

• Raised voice person are created as psychoses by the organization for they need full fill with harasser are helped to harassment.

• Loops of organization norms help to harasser for harassment.

• Lack of prevention methods in the organizations causes to harassment.

• Economic conditions and personal life of the target person is the major constraint for harassment.

12. SUGGESTIONS

• Must help to raised voice person from whole organization employees and employer.

• Motivation training must for everyone in the organization.

• Conduct guess lecturing must be conducted by voice raised and self-redressed person in the organization.

• Organization circumstances must be strict for punishing harasser.

• Do not help for harasser on his position and needs consideration in the organization from the top level to bottom level.

• The organization must publish these stories without names in the society for changes and grievances as inspiring to others as creating a role model.
Concluded with a summary of the research

My assumptions with ideological thinking to these type of grievance may help too, after harassment, the changes automatically will happen in the organization by helping nature, friendships with all must be included harasser and maintain good communication by faced (targeted) person as grievance self and within the organization must maintain ethical culture by a faced person. Starting research in India but took references as abroad research published in this paper. The references in this paper as evidence in different place in the world because harassment occurs not only in India, it happens everywhere in the world as to prove as evidentially. In these paper shown different research papers in various stages because it happens in past (historical), present( listing cases for justice) and feature, but wants to know 'How to handle?' , this is the main reason and creating awareness classes daily at least half-hour about various religious holistic speeches.

Create ideological thinking for grievance on harassment by self at the same time in others whom top-low level employees in the organization, which helps occurrence of harassment will maximum reduced.

13. REFERENCES

[1] Literature review collected from Wikipedia.
Sexual harassment versus workplace Romance: social media spill over and textual harassment in the workplace, Academy of management, Perspectives, August 1, 2013, volume 27 no.3, pages 187-203.


