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Addressing Workplace Harassment and Ensuring Employee Safety in Sri Lankan Companies

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Abstract

This extended essay, 'Addressing Workplace Harassment and Ensuring Employee Safety in Sri Lankan Companies', examines the critical issue of workplace harassment, which affects employees globally and impacts their safety, mental health, and overall job satisfaction. It focuses on Sri Lankan companies, exploring the prevalence and types of harassment, current HR practices, and proposing strategies for improvement. By understanding the unique challenges faced by Sri Lankan organizations, the essay aims to develop actionable recommendations for creating safer and more supportive work environments. Through an analysis of both global and local perspectives, this work seeks to provide a comprehensive overview of the issue and suggest practical solutions tailored to the Sri Lankan context.

Keywords: Workplace Harassment; Employee Safety; Job satisfaction; Companies

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Chapter 01: Introduction

1.1 Topic

Workplace harassment is a critical issue that affects employees globally, impacting their safety, mental health, and overall job satisfaction. This essay focuses on Sri Lankan companies, exploring the prevalence and types of harassment, current HR practices, and proposing strategies for improvement. The aim is to understand the unique challenges faced by Sri Lankan organizations and develop actionable recommendations to create safer and more supportive work environments. By analyzing both global and local perspectives, this essay seeks to provide a comprehensive overview of the issue and suggest practical solutions tailored to the Sri Lankan context.

1.2 Literature Review

Workplace harassment includes discrimination, bullying, and sexual harassment among other types. Unwelcome sexual advances or actions causing a hostile workplace constitute sexual harassment. While discrimination results in unfair treatment based on personal traits like gender, color, or handicap, bullying is defined as recurrent harassment including verbal abuse and exclusion (Leavitt et al., 2015). Studies show that workplace harassment seriously affects job performance, mental health problems, and employee turnover among other things. The government of Sri Lanka has passed regulations to handle this important problem in reaction to the frequency of sexual harassment. Moreover, research indicates that good anti-harassment policies could improve organizational performance and employee happiness (Reinhart, 1999).

Workplace harassment in Sri Lanka is mostly shaped by conventional gender roles and cultural standards. According to already published studies, underreporting and ignorance of legal safeguards help to explain why harassment continues. Because victims of underreporting of events are deterred by social stigma and fear of reprisal, societal expectations can result in this underreporting of events. Particularly considering the societal attitudes towards gender roles and authority, this underreporting hinders attempts for successful resolution and prevention.

Globally, good human resource (HR) policies for handling harassment comprise properly defined policies, transparent reporting systems, and frequent training (Leavitt et al., 2015). These policies inspire the reporting of improper behavior and help to make the workplace safer. But in Sri Lanka, the application of such ideas encounters difficulties including limited resources and cultural opposition. According to studies on workplace harassment in Sri Lanka, ingrained cultural standards and conventional gender roles are among numerous main causes of the continuation of the problem.

Organizations should have thorough anti-harassment policies, encourage a culture of respect, and give continuous training if they are to properly handle workplace harassment (Grissom, 2018). Strategies for Sri Lankan businesses have to be customized to handle regional cultural issues. By concentrating on particular local problems and promoting honest conversations about harassment, a solution customizing global best practices to the Sri Lankan setting can be advantageous. Although the body of current research offers a strong basis for comprehending workplace harassment in Sri Lanka, additional in-depth investigation of the

particular difficulties faced by companies there is still much needed.

1.3 Research Methodology

This study employs a qualitative approach combining case studies, industry reports, academic papers, and thorough reading of past work. The approach consists in many important stages meant to give a complete knowledge of the disparity between genders in the workplace. The first phase, the Literature Review, is on examining workplace dynamics—both worldwide and Sri Lankan studies—especially with relation to gender roles and inequalities. The objective of this review is to synthesize results from several sources in order to spot general trends, shared difficulties, and successful approaches to solve gender inequality. Analyzing scholarly publications helps researchers to understand theoretical models and actual data showing how gender inequalities affect employee well-being and organizational effectiveness. While case studies will offer in-depth analyses of successful projects and policies carried out in different companies, industry reports will offer contextual data on the present situation of gender equality inside different industries. By means of this comprehensive literature analysis, the study aims to build a basis for comprehending the complexity of gender disparity and to pinpoint areas of weakness in the current body of knowledge deserving of more research. This fundamental stage is crucial since it not only places the research in the larger conversation but also shapes next stages of data collecting and analysis.

1.4 The Assumptions

Several important assumptions underlie this study. First, it supposes that the information gathered from case studies and the literature fairly depicts the frequency and effects of workplace harassment in Sri Lankan corporations. Establishing a strong basis for the research results depends on this assumption since it depends on the integrity and validity of previous studies to guide the present knowledge of workplace harassment dynamics. Second, it presupposes that the HR policies and procedures under examination in the study are typical of those followed in a variety of Sri Lankan companies. This premise guarantees that the findings about HR policies apply not only to particular case studies but also to the larger organizational setting in Sri Lanka, so enabling a more general knowledge of how workplace harassment is handled in several spheres. Finally, considering both global best practices and local cultural elements, it supposes that the suggested tactics and guidelines for reducing workplace harassment are both realistic and appropriate inside the Sri Lankan setting. Together, these presumptions support the research structure and direct the investigation and interpretation of results on workplace harassment and its control in Sri Lankan corporations.

Chapter 02: Prevalence and Types of Workplace Harassment

2.1 Global Overview

Globally affecting workers in all sectors, industries, and areas, workplace harassment is a prevalent problem. It covers a range of destructive actions including sexual harassment, bullying, and discrimination, which can seriously affect people psychologically, emotionally, and practically. Sexual harassment is unwelcome advances or behavior of a sexual character that makes the workplace uncomfortable or threatening. This might show up as improper statements, unwelcome physical contact, suggestive gestures, or even more overt forms of coercion (Reinhart, 1999). In severe circumstances, victims of sexual harassment may feel driven to abandon their employment, therefore causing major professional and financial losses.

Usually, victims of sexual harassment also suffer with worry and reduced job satisfaction. Many societies see gender power disparities and professional dynamics aggravating the prevalence of sexual harassment, therefore disproportionately hurting women.

In the context of the workplace, bullying is recurrent mistreatment or abuse that could show up as intentional damage of one's work or reputation, verbal abuse, or exclusion from professional networks. Psychological discomfort, poor job performance, and long-term emotional scars are among the effects of workplace bullying. Particularly in high-stress fields like banking or media, this typically results in lower productivity and more employee turnover for companies (Leavitt et al., 2015). Another major type of workplace harassment is discrimination, in which case treatment is unjust based on intrinsic traits including gender, color, age, handicap, or sexual orientation. Discriminatory practices could be unequal compensation, biased employment decisions, or a lack of disability accommodations (Selvi et al., 2023). Such behaviors support a poisonous workplace culture and help to sustain systematic inequalities, therefore lowering employee morale and deepening social gaps (Reinhart, 1999). For instance, despite legislative systems meant to support equality, racial discrimination is nevertheless an underreported but major problem in many countries.

Studies show that workplace harassment is somewhat common in many sectors and areas, varying greatly. Because of their natural hierarchical structures, client interactions, and emotional labor demands, some industries—including hospitality, education, and healthcare—report more instances. Driven by power dynamics and frequent exposure to demanding circumstances, healthcare professionals—especially in high-stress settings like hospitals—often report increased incidences of both bullying and sexual harassment. According to several studies, workplace harassment is still a serious issue in the United States; the Equal Employment Opportunity Commission (EEOC) gets thousands of harassment allegations each. Legal protections like the Civil Rights Act of 1964 and growing awareness brought about by movements like #MeToo help to explain why harassment continues despite their presence (Reinhart, 1999). The difficulties in completely implementing anti-harassment laws reflect this. With minority groups sometimes subject to compounded discrimination, the idea of intersectionality—how race, gender, and other characteristics interact—plays a vital part in determining individuals' experiences of harassment.

Notwithstanding strong legislative systems in the European Union meant to safeguard workers, the Fundamental Rights Agency (FRA) says that harassment and violence—especially against women—are common throughout Europe. Based on the results of the FRA, harassment affects workers in both public and commercial sectors all around member states, greatly impacted by regional cultural attitudes towards gender and authority (Leavitt et al., 2015). This implies that even if laws are important, their efficacy may be restricted if organizational cultures and cultural attitudes do not change to enable inclusive and respectful workplaces. Comparably, areas like Asia and Africa have particular difficulties handling workplace harassment. Many Asian nations have cultural standards stressing hierarchy and respect for authority that deter workers from reporting harassment, especially in cases when the offender is in a position of responsibility. Gender-based violence and harassment are sometimes perceived in parts of Africa as extensions of more general society imbalances, which makes workplace reforms more challenging to execute without addressing these underlying cultural and structural challenges.

All things considered, workplace harassment is a complicated and multifarious problem afflicting workers all around. Dealing with it calls for not just the application of legislative protections but also a more general culture change towards more inclusive and fair workplace conditions. Developing focused treatments that consider the several elements influencing this continuous issue depends on an awareness of the frequency and forms of harassment as well as their causes.

2.2 Sri Lankan Context

The frequency and reaction to workplace harassment in Sri Lanka are significantly influenced by cultural standards and society expectations. Conventional gender norms support women's dependent role in the social and professional sectors, therefore fostering a lack of respect and poor responses to harassment. Studies show that many women in the nation have experienced some kind of harassment at work; sexual harassment is therefore a common occurrence in the nation. A research on resolving sexual harassment allegations in the Sri Lankan business sector found that a lack of clear procedures, insufficient training, and worries about reprisals against complainants cause HR professionals to often fail to properly handle these situations (Do et al., 2019).

Underreporting of workplace harassment is strongly influenced by society norms, especially the expectation of women to accept lesser status and avoid opposing authority. Strong deterrents that keep workers from reporting events or seeking support are fear of reprisal and possible social shame. This ingrained impact of cultural standards generates an environment in which harassment could be accepted or discounted. The hierarchical structure of organizational systems and the focus on respect for seniority discourage subordinates from speaking up even more since employees sometimes feel under pressure to keep quiet out of respect for authority people or fear of tarnishing their professional reputation.

This cultural setting emphasizes the requirement of anti-harassment policies relevant to regional standards and social expectations. In Sri Lanka, just importing Western or global models to handle workplace harassment might not be enough. Rather, safer and more fair workplaces depend on culturally tailored solutions that take into account the particular difficulties facing the nation—such as gender expectations and hierarchical corporate cultures. Effective ways to handle the problem could be teaching management and staff members about the negative consequences of harassment and supporting polite communication and empowering every employee.

2.3 Impacts on Employees

Employees' mental health, job satisfaction, and general well-being can all be seriously negatively affected by workplace harassment. Targets of harassment often suffer psychological and emotional distress including heightened stress, anxiety, disappointment, even post-traumatic stress disorder (PTSD). These consequences can lower job satisfaction, lower work engagement, and affect performance, therefore compromising the general welfare and output of the impacted individual. Studies show that because of their experiences, victims of harassment may also have more absenteeism and turnover (Reinhart, 1999). Long-term psychological repercussions of prolonged harassment can include lowered self-esteem and long-lasting emotional scars (Leavitt et al., 2015).

Moreover, the existence of harassment in the workplace generates a hostile and poisonous working environment that affects the whole company. Workers who see or know about harassment could have low morale, mistrust of the company, and general anxiety. Beyond individual workers, the long-term effects of workplace harassment compromise general organizational performance and culture. Companies that ignore harassment risk lower employee engagement, damaged reputation, lower productivity, and higher turnover costs (Reinhart, 1999).

Not only is it morally required, but also keeping a healthy and efficient workforce depends critically on addressing workplace harassment. For example, a study on sexual harassment in the accounting field indicated that organizational policies including explicit anti-harassment rules and efficient complaint-handling practices were major predictors of reduced degrees of harassment. Clear policies, strong reporting systems, comprehensive investigations, and suitable disciplinary action should all be part of effective plans to handle workplace harassment. Apart from encouraging a culture of respect and responsibility and offering thorough

instruction on harassment avoidance and response, these can assist to produce a safer and more inclusive workplace (Selvi et al., 2023). Organizations can create a work culture that values the well-being and safety of every person by giving the prevention and efficient reaction to harassment top priority. This will eventually help to increase production, retention, and general organizational performance.

Chapter 03: Current HR Policies and Practices

3.1 Global Practices

A safe and polite workplace depends on strong Human Resource (HR) regulations addressing workplace harassment. Policies of this kind require several fundamental elements. First, companies have to create clear anti-harassment rules that specifically list unacceptable actions and describe how complaints are handled and reported upon (Leavitt et al., 2015). These regulations provide as a basic guide, making sure every staff member knows what harassment is and how to respond should they come across or observe it.

Second, reporting policies have to be followed to help to enable the harassment reporting. These policies should be open, transparent, and private to inspire staff members to come forward free from concern about reprisals. Since it builds confidence in the company's will to handle harassment, a prompt and fair treatment of complaints is absolutely vital (Leavitt et al., 2015). Employees who believe their issues will be given importance and treated correctly are more inclined to disclose events, therefore promoting a better working environment.

Training and education constitute still another essential element. Educating staff members on harassment, their rights, and organizational regulations depends on consistent training courses. Periodically training should be carried out and updated to represent fresh ideas, thereby underlining the need of keeping a polite workplace (Grissom, 2018). By means of efficient training, staff members can develop their awareness of the subtleties of workplace harassment, identify unacceptable behavior, and appreciate the need of helping colleagues who might be impacted.

Best practices for handling workplace harassment should thus also be given top priority in order to complement these laws. Establishing a supportive environment guarantees that staff members feel free to disclose harassment and are sure their issues will be given top priority (Grissom, 2018). Furthermore, consistent policy execution is essential; companies have to make sure that offenders answer for their behavior, so supporting a zero-tolerance attitude to harassment (Leavitt et al., 2015). Supporting victims is similarly crucial since companies should provide tools including lodging and counselling to help people impacted by harassment (Grissom, 2018). Using these best practices can help companies create a work environment that aggressively forbids harassment and encourages individuals who come forward.

3.2 Sri Lankan Implementation

Adopting anti-harassment policies in businesses presents particular difficulties in Sri Lanka. (Do et al., 2020). A big obstacle is cultural opposition. The cultural setting of Sri Lanka adds more challenges since victims of workplace harassment sometimes face social stigmatization and society conventions that inhibit honest communication about such problems. These elements might greatly discourage people from officially reporting events.

Moreover, even while Sri Lanka's legal system acknowledges sexual harassment as a criminal activity, it has been attacked for lacking enough protection and compensation for victims. Conventional cultural standards can prescribe hierarchical systems that can deter workers from reporting harassment because of social stigma or concern of reprisals. Under such circumstances, reporting events could be seen as challenging power, which would foster a culture of silence and collusion.

Another main obstacle is resource limitations. Many Sri Lankan companies, especially smaller ones, might lack the personnel and financial means required to carry out thorough anti-harassment rules and training initiatives. Often the outcome of limited finances and conflicting goals is insufficient action to properly handle harassment, which results in poorly crafted rules unable to safeguard workers or advance a safe workplace.

Moreover, among management as well as staff, there is sometimes poor knowledge of workplace harassment and its effects. This ignorance can lead to insufficient reactions to recorded events since management could minimize the gravity of harassment allegations. Employees may thus view the company as apathetic to harassment problems, which would discourage them even more from disclosing events.

De Silva (2022) claims that harassment can strike anyone working. Though generalizations about harassers and organizational risk factors that can support a culture of harassment allow one to understand that toxic behavior and harassment are not mutually exclusive. Workplace harassment causes great suffering for a lot of people, which could affect their mental and social life and result in improper behavior.

Notwithstanding initiatives to apply anti-harassment policies, there are still notable discrepancies in the efficiency and application of these policies among Sri Lankan businesses. Creating a really harassment-free workplace is continuously hampered by cultural standards, legislative limitations, resource limits, and low awareness (Do et al., 2020).

Dealing with cultural opposition, financial restrictions, and low knowledge emphasises how urgently customized solutions addressing local problems are needed. Companies have to understand the particular difficulties they deal with and create plans that encourage a more efficient reaction to harassment so that every staff member feels safe and supported in their workplace.

3.3 Effectiveness and Gaps

The extent to which present HR policies handle workplace harassment differs greatly between companies. While some businesses have made significant efforts towards anti-harassment policies, others still struggle constantly and cannot advance. Clear, easily available, and enforceable HR policies define themselves. Clear policies and strong reporting systems combined with frequent training and quick response to handle complaints help organizations to lower harassment and raise employee satisfaction (Leavitt et al., 2015).

Still, various elements could impair the success of these steps. Policies that are not enforced well may cause staff members to believe that reporting harassment will not produce significant action. Likewise, a lack of employee participation in policy adherence and training could lessen the effect of even well-crafted anti-harassment programs. Furthermore, cultural opposition can impede attempts to carry out sensible policies since workers might not completely agree or grasp the need of such actions.

Improving the efficacy of anti-harassment policies depends on first spotting weaknesses in present HR procedures. Typical gaps could be poor reporting systems, inadequate training, and victim support lacking. Organizations could overlook, for example, offering thorough training covering not only the policies but also the underlying problems causing harassment. Inequalities in reporting systems can also discourage staff members from speaking out since they could view the procedure as useless or time-consuming. Dealing with these gaps calls for a thorough approach combining new strategy implementation with enhancement of current processes to better handle workplace harassment (Grissom, 2018). Organizations can create a safer and more inclusive workplace for every employee by acting early and pledging to always improve.

Chapter 04: Strategies for Improvement

4.1 Best Practices

Organizations should follow many best practices if they are to properly improve workplace safety and handle harassment. Creating well defined policies is among the most important actions. Establishing expectations and offering a disciplined framework for handling grievances depend on thorough anti-harassment rules being established. All staff members should be thoroughly informed of these well-defined policies covering prohibited behavior, reporting protocols, and punishments for violators (Leavitt et al., 2015). Clear policies help to guarantee that staff members respect their rights and obligations, therefore promoting a friendly workplace.

Apart from well defined policies, regular training is absolutely essential to teach staff members about their rights, procedures for reporting workplace harassment, and policies themselves. Reiterating important ideas, training courses should be participatory and interesting, including role-playing and real-life situations (Grissom, 2018). These strategies enable staff members to better grasp harassment and help to foster a respectful culture inside the company, therefore lowering the frequency of such behavior.

Improving reporting systems is still another necessary habit. Companies have to provide open and private channels that let staff members disclose harassment without thinking about consequences. These reporting systems must to be easy to use and offer precise directions for complaining (Grissom, 2018). By considering alternatives for anonymous reporting, employees can be more likely to safely express their concerns, therefore improving the general response of the company to harassment problems.

Finally, guaranteeing responsibility comes first. In reaction to documented harassment events, companies have to respond quickly and forcefully. This covers doing extensive research, punishing offenders, and giving victims required help (Leavitt et al., 2015). Organizations strengthen their will to keep a safe and respectful workplace by showing responsibility, therefore preserving organizational integrity and employee morale—which is absolutely vital.

4.2 Recommendations for Sri Lanka

Several suggestions can improve HR procedures for workplace harassment considering the particular difficulties Sri Lankan businesses encounter in applying anti-harassment policies. It is imperative to address cultural sensitivity; Sri Lankan businesses should be aware of and take into account regional cultural standards in creating and carrying out anti-harassment policies.

Furthermore very important is enhancing the legal system and execution tools (Do et al., 2020). Talking about these problems with staff members will assist to normalize conversations and enable people to voice opinions. It is imperative to improve training courses meant to handle local cultural problems and offer pertinent models that appeal to Sri Lankan staff members.

Last but not least, encouraging cooperation among businesses, legislators, and advocacy groups will help to provide more all-encompassing and environmentally friendly answers to handle workplace harassment in Sri Lanka (Do et al., 2020). These tactics can help Sri Lankan companies more successfully stop and deal with workplace harassment, therefore promoting safer and more inclusive working conditions.

4.3 Implementation Plan

Dealing with workplace harassment calls for a good implementation strategy with various important phases. First, companies should create and share their rules. Clear, easily available, routinely updated comprehensive anti-harassment policies should represent changes in legal requirements and best practices.

Good policy communication to all staff guarantees that everyone is aware of the expectations and practices connected with harassment (Lea.vitt et al., 2015). Frequent communication helps employees to be aware of the relevance of these policies.

Training is then quite important. Regular training courses teaching staff members about harassment, reporting policies, and accessible support services are what organizations have to start. These interactive, culturally relevant training courses should use real-life scenarios and role-playing to improve learning (Grissom, 2018). Constant education helps the company to develop awareness and responsibility among its people.

Creating reporting systems is also another essential step. Clear, easily available channels should be put up by companies so staff members may securely report harassment. These systems ought to be private and offer staff members who come forward required support (Grissom, 2018). Building confidence and promoting honest communication about harassment depend on a clear reporting system.

To guarantee relevance and efficacy, companies also have to routinely check and evaluate their rules and processes. Crucially is getting staff comments and making required changes depending on best practices and changing needs (Leavitt et al., 2015). This constant observation helps companies to change with the times and keep their methods of avoiding and handling workplace harassment constantly better. New difficulties can be met by them.

Chapter 05: Conclusion

In conclusion, in order to guarantee employee safety and well-being, thus, tackling workplace harassment is absolutely necessary. The frequency of harassment in Sri Lankan businesses has been carefully investigated in this essay together with an assessment of present HR policies and suggested corrective actions. Although there has been improvement, major obstacles still exist in Sri Lanka's efficient dealing of workplace harassment. The results underline how urgently thorough anti-harassment rules, efficient reporting systems, and continuous local-specific training programs are needed.

Apart from affecting individual workers, workplace harassment influences organizational culture and output more generally. The threat of reprisals or dismissal can discourage victims from reporting, therefore sustaining a cycle of silence allowing harassment to continue. Strong anti-harassment rules must so be implemented absolutely. These rules should include precise definitions of unacceptable behavior, adopt a zero-tolerance attitude towards harassment, and go into great detail on the reporting and investigative processes for events. Furthermore, companies should make sure that these policies are properly shared with every staff member thereby creating an environment in which people feel free to voice their opinions without concern.

Furthermore, efficient reporting systems have to be developed to provide victims safe means to document events. Confidentiality should be given top priority among these systems, which also offer several routes of reporting including anonymous ones. Organizations can motivate staff members to come forward and handle their issues by making the reporting process easily available and supporting. This strategy helps people recover personally as well as helps companies spot harassment trends and act to stop next events.

Programs for continuous learning are very important in helping to prevent workplace harassment. To increase awareness of harassment, its effects, and the need of creating a polite workplace culture, companies should provide frequent training courses for every employee—including HR staff and leaders. Bystander intervention techniques should be taught, therefore arming staff members with the means to deal with improper behavior they come across. Moreover, using role-playing activities and real-life situations would help to improve the efficacy of instruction, so making it more relevant and practical.

A safer and more encouraging workplace in Sri Lankan businesses depends on addressing cultural issues.

Views of harassment can be greatly influenced by society standards and attitudes, which sometimes lead to victim-blaming or stigmatizing of people who disclose incidences. Companies have to actively try to change cultural attitudes around harassment if they want to counteract this. Awareness programs stressing the need of respect and equality in the workplace and stressing that harassment is never acceptable help one to achieve this. Challenging cultural norms that support harassment can also depend much on cooperation with local communities, non-governmental organizations, and advocacy groups.

Improving HR practices and guaranteeing a safe workplace depend on the application of customized plans considering local cultural norms and obstacles. Companies have to routinely evaluate their rules and working culture to find areas for development. Establishing employee feedback systems can reveal important new angles on employee experiences and opinions on harassment and the potency of present regulations. Organizations may build a culture of responsibility and respect by encouraging an honest communication and proving a will to always improve.

Future studies should concentrate on assessing the success of put in place policies and investigating other approaches to handle workplace harassment in Sri Lanka. This covers longitudinal research to evaluate how policy changes, cultural adjustments, and training programs' long-term effects help to lower harassment incidence. Furthermore investigating how technology might be used in reporting and harassment prevention—such as mobile apps or internet platforms—may offer creative ideas catered to employee demands.

A safer workplace and long-lasting transformation depend on ongoing attempts to enhance HR procedures, assist victims, and solve cultural issues. The data shown emphasizes the need of using all-encompassing strategies that support a culture of responsibility and respect inside companies. Establishing an environment where staff members feel safe to report events and are confident in the systems for redress calls for cooperation among stakeholders—government agencies, companies, and civil society.

Successful eradication of workplace harassment in Sri Lanka depends ultimately on a multifarious strategy emphasizing education, awareness, and proactive actions. Encouragement of honest communication regarding workplace harassment can help companies to reduce the stigma around incident reporting and create a more inclusive environment. All things considered, tackling workplace harassment is not just a legal requirement but also a moral one that greatly influences employee morale, output, and general state of the organization.

Apart from helping workers, the dedication to establish fair and respectful workplaces will help Sri Lankan companies to be sustainable and successful over the long run. A free from harassment, a good workplace culture can result in better employee retention, higher job satisfaction, and more output. Moreover, companies who give employee well-being top priority and promote a respectful culture are probably going to draw top talent, therefore strengthening their competitive advantage in the market.

Ultimately, the road towards reducing workplace harassment calls both constant dedication and group effort as well as a readiness to question the established quo. Sri Lankan businesses may open the path for a safer, more inclusive future for all employees by realizing the complexity around workplace harassment and aggressively trying to solve it.

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