**Title Introduction**

Investigating ethics in the business world involves examining how companies behave and whether they're fair in various aspects. From workplace interactions to how products are marketed, it's about navigating through complex situations.

This report strives to shed light on the realities in workplaces and the associated laws in the Philippines. It aims to provide a clearer understanding, unraveling the complexities surrounding ethical concerns and legal frameworks in the professional realm.

**Introduction to Sexual Harassment:**

* Sexual harassment involves unwelcome conduct of a sexual nature that interferes with an individual's work performance or creates a hostile work environment. It can manifest through verbal, non-verbal, or physical behaviors that create an uncomfortable or intimidating atmosphere.
* Sexual harassment is a pervasive issue in the business and corporate world. Despite increased awareness, many individuals continue to face such misconduct, impacting their well-being and hindering professional growth.

**Legal Framework:**

**Republic Act No. 11313 (Safe Spaces Act):**

Enacted in 2019, it addresses sexual harassment in public spaces, including workplaces, schools, and online platforms. Mandates the creation of safe spaces free from sexual harassment and the establishment of grievance mechanisms. Aims to protect individuals from all forms of gender-based street and public spaces sexual harassment, emphasizing prevention, reporting, and accountability.

**Republic Act No. 7877 (Anti-Sexual Harassment Act of 1995):**

Defines and penalizes sexual harassment in employment, education, or training environments. Mandates employers to prevent and address sexual harassment cases within the workplace.

**Republic Act No. 11058 (Occupational Safety and Health Standards Law):**

Ensures the provision of a safe and healthy work environment. Requires employers to address and prevent sexual harassment as part of their responsibility for employees' well-being.

**Labor Code of the Philippines (Presidential Decree No. 442, as amended):**

Contains provisions protecting employees' rights, including the right to be free from discrimination and harassment in the workplace.

**Short Clip:**

**Impacts of Sexual Harassments:**

Sexual harassment impacts psychological, emotional, and physical health and well-being. Physiological effects may include, sexual problems, headaches, insomnia, weight fluctuation, phobias, and lethargy. Some of the physiological reactions include, depression, anxiety, insecurity, feeling of powerlessness, shame, low self-esteem, and self-blame. These reactions, in turn, can impact job performance or even lead to the job loss or opportunities for promotion. Deciding to file charges may also cause financial challenges for the family of the victim by dealing with expensive legal fees and counseling sessions.

**Real Life Situation in the Philippines**:

MANILA, Philippines — Twenty-two percent of women and 18 percent of men in the Philippines have experienced violence and harassment at work, according to a study by the Lloyd's Register Foundation and pollster Gallup.

Many of the victims — 47% among women and 60% among men — did not report the incident because of the fear of repercussions and the belief that nothing would come of it.

Reference:

<https://pcw.gov.ph/republic-acts-2/>

<https://fameleadersacademy.ph/2019/08/01/sexual-harassment-in-the-workplace/>

<https://www.philstar.com/headlines/2023/01/31/2241812/around-fifth-filipino-employees-have-experienced-workplace-harassment-poll>