

655

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How do you deal with sexual harassment in the workplace? We have a situation of an employee who manages one of our departments and we have received complaints from one of the saleswomen who reports to him. And last year we had already received a complaint from another saleswoman, but the matter did not escalate because she was dismissed for other reasons.

Article 47.9 of the Labor Code provides: "Employers are prohibited from: ... exercising actions against the worker that may be considered sexual harassment, or supporting or not intervening in case it is carried out by their representatives."

Based on this legal text, an employer's liability could be compromised if it does not intervene or does not provide support to the employee denouncing sexual harassment. And if the harasser is an essential person in the company's operations, whom it would be desirable to keep, it is ideal to intervene as follows.

A meeting should be held with the employee who is harassing, explaining the allegations about his behavior, and urging him to refrain from such behavior, along with some advice.

Then, things should be kept under observation, and if the complaint resurfaces on the part of the harassed,

then the accuser should be called again and at the end of the meeting it is convenient to send him an e-mail, first, referring to the first meeting, and second, setting commitments on his part, accompanied by a tone of warning, in the sense that the situation should not be repeated.

And if the situation persists, then the ideal is to request an inspection visit from the Ministry of Labor, after which (depending on what happens during the inspection) it would be necessary to proceed with a justified dismissal without severance pay.