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The End of Sexual Harassment at Work

In 2018, executives at CBS came under fire after women filed a lawsuit against the CBS network and Charlie Rose, a CBS anchor, claiming they were victims of sexual harassment while employed by CBS. Two of the women who sued were Katherine Harris and Chelsea Wei.¹ The lawsuit alleged that Charlie Rose made sexually inappropriate remarks. One day, when Ms. Harris wore a miniskirt with images of roses on it Rose told her that the roses on her skirt are “his roses.”² The suit also claimed that he called Ms. Wei his “China Doll.” “In the past 13 months, CBS has undergone a companywide reckoning in the wake of the #MeToo movement ... Three powerful men at the company ... have all lost their jobs because of workplace conduct.” The allegations against Charlie Rose and other powerful executives was a turning point for the #MeToo movement. After this, sexual harassment became a nationally known and discussed issue. CBS is only one out of many big corporations that have been accused of workplace harassment.

Out of the almost 75 million women who work in the United States, 38% have reported being sexually harassed at work.³ That means 28.5 million women are suffering from this injustice and face a number of issues as a result including, depression, PTSD, a lack of self-worth, and hopelessness.⁴ Even though mostly women are victims in these cases, sometimes men are victims as well. Men need to advocate for themselves as well.

To address workplace harassment we need to educate women and men who harass that their behavior will not be tolerated. The government also needs to encourage anyone who has been the victim to report abuse to someone who can help like a lawyer or the Human Resources Department. We need to improve the training against workplace harassment. Even though America already has laws against harassment in the workplace, there is only a small section⁵ devoted to it. The law states that you only have 180 days to report sexual harassment and I believe that that is ludicrous. Many studies show that women need more time to report or open up about harassment. I believe that American needs to pass and enforce stronger laws saying that if you sexually harass anyone at work it will go on your permanent record so that all future employers will know. If we enact stronger laws, I think that even though I might be young, my dreams of a safer workplace can be true by the time I have to work.

¹ "3 Women Sue Charlie Rose and CBS, Alleging Harassment" 4 May. 2018, <https://www.nytimes.com/2018/05/04/business/media/charlie-rose-harassment-lawsuit.html>. Accessed 6 Feb. 2020.

² "The Year of Reckoning at CBS: Sexual Harassment" 17 Dec. 2018, <https://www.nytimes.com/2018/12/14/business/media/cbs-sexual-harassment-timeline.html>. Accessed 6 Feb. 2020.

³ "Gender Discrimination at Work - Equal Rights Advocates." <https://www.equalrights.org/issue/economic-workplace-equality/discrimination-at-work/>. Accessed 6 Feb. 2020.

⁴ "Empowering Women in Business - The Glass Ceiling" https://www.feminist.org/research/business/ewb_glass.html. Accessed 6 Feb. 2020.

⁵ "Sexual Harassment - EEOC." https://www.eeoc.gov/laws/types/sexual_harassment.cfm. Accessed 26 Feb. 2020.