**Video Title:** Bullying, Discrimination and Harassment

**Video URL:** <https://www.youtube.com/watch?v=Rmo2VotE7QA>

**Run Time:** 2:05

**Source:** KnowledgeCity/YouTube

**Close Caption Available:** Yes

This segment on bullying, discrimination, and harassment by KnowledgeCity addresses growing concerns of harassment, discrimination and bullying in the workplace. According to a survey by Monster.com, more than 60 percent of workers have experienced some form of bullying. Various laws in place that are designed to protect workers from unwelcome conduct toward them based on race, color, religion, age, sex, sexuality, sexual identity and nationality. There are also laws designed to protect against discrimination based on disability and pregnancy.

This video emphasizes the two types of harassment that are usually associated with sexual harassment. In *quid pro quo* harassment, the employee’s submission to or rejection of an unwelcome sexual advance is used as a basis for tangible employment action against an employee. *Hostile working environment* harassment occurs when someone in the workplace creates an intimidating, hostile, or offense work environment. A worker could therefore be harassed because of such factors as race, ethnic identity, and appearance in addition to sex or gender.

*Questions for Thought and Discussion*

1. With all the laws, corporate policies, and news coverage directed against workplace discrimination and harassment, how could it still be a big problem?

2. English people are a minority in the United States, yet nobody ever seems to be concerned about discrimination or harassment toward English people. Why not?

3. Aside from being immoral and cruel, what is wrong with bullying from an HRM perspective?

4. The presenter talks about bullying being harassment, and therefore illegal. But who decides what constitutes bullying?

5. With all these laws against discrimination, can a company still restrict what kind of

political and political activist message employees wear on their T-shirts while on the job?