Answer to HR Management Unit 5 Assignment

Course’s Name

Student’s Name

Professor’s Name

Institution

Due Date

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**Answer to Question 1**

The unlawful discrimination could persist for more than 55 years after the passage of Title VII of the 1964 Civil Rights Act due to a variety of reasons.

**Answer to Question 2**

In fact, Sexual Harassment was constituted by the U.S. Equal Employment Opportunity Commission, which refers to the federal agency formed according to the Civil Rights Act of 1964 so that the civil rights laws against discrimination in the companies' working environment can be administered and enforced. According to Sexual Harassment, it is against the law to harass an employee or a job applicant due to that individual's gender, and harassment may consist of requests for sexual favors, unwelcome sexual advances, in addition to other physical and verbal harassment of a sexual nature.

There are many responsibilities and rights that an alleged recipient of Sexual Harassment can have, and it is because appropriate and prompt corrective action will be taken if the credibility of an allegation of such harassment is determined by the organization. In specific, workers that have been discovered by the organization to have subjected other individuals to such harassment activities can be subject to discipline as well as other adequate management action. In this manner, the organization is supposed to take essential processes to make sure that the issue can be adequately addressed and examined. And in the case that the allegation is indeed credible, then effective and immediate measures will be taken in order to terminate the employees' unwelcome behaviors.

**Answer to Question 3**

**Answer to Question 4**

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