

# Role of Forensic Medicine in Evaluating Sexual Harassments

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## ABSTRACT

**Background:** This study was conducting to assess the Role of Forensic Medicine in evaluating Sexual harassment, which is “any unwanted activity of sexual nature that effects an individual employment or occupation<sup>1,2</sup>. The act is in the form of verbal or physical conduct towards an individual e.g. aggressive sexual remarks, sexual advancement, unwanted touching, request for sexual favors<sup>3,4,5</sup>. These are all illegal behaviors. This may occur in between opposite sex and same sex<sup>6</sup>.

**Aim:** To assess the role of forensic medicine in evaluating the sexual harassment. The role of forensic medicine was not found because of non participation and non contribution of forensic experts for prosecution of sexual harassment cases because of deficiency in law for engagements of forensic experts.

**Methods:** Total 50 cases of sexual harassment were taken from Lahore during the year 2016. The documents scrutinized for this purpose were reports, police papers and reply of accused.

**Results:** Out of 50 cases, 20 cases were not proved, and 30 cases were proved. All were females but were not processed further due to social stigma and reasons beyond control.

**Conclusion:** The role of forensic medicine was not found because of non participation and non contribution of forensic experts for prosecution of sexual harassment cases.

**Keywords:** Sexual Harassment (SH), Equal Employment Opportunity Commission (EEOC),

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## INTRODUCTION

Sexual harassment is any unwanted activity of sexual nature that effects an individual employment or occupation. The act may be is in the form of verbal or physical conduct towards an individual e.g. aggressive sexual remarks, sexual advancement, unwanted touching, request for sexual favors. These are all illegal behaviors. This may occur in between opposite sex and same sex. Organization Manager should deal such type of behaviors by inhibiting the employment discrimination, advocacy and education of all the employee on sexual matters, through strict monitoring the sexual activities by removing the offensive and hostile environment and by stopping unreasonable interference with an individual work. Sexual harassments can be prevented by:

- If female worker is bringing her baby at work place in an emergency situation, for handling this situation there should be child care arrangement<sup>9,10</sup>..
- The manager should praise for an employee who maintain the discipline.

The manager should consider the workers having young children while giving assignment for traveling<sup>11</sup>.

Dual career couples need special human resources management policies e.g. Wed lock policy<sup>12</sup>.

- An organization should hire person who has feeling of personal life outside the office.
- To accommodate the employee needs for work life balance the organization should offer some family oblige, friendly benefits, Child care arrangements, parental love and other benefits according to your choice.

## METHODOLOGY

Total 50 cases of sexual harassment were taken from Lahore during the year 2016. The documents scrutinized for this purpose were reports, police papers and reply of accused.

All data was collected and analyzed by using SPSS 13.

## RESULTS AND DISCUSSION

Out of 50 cases, 20 cases were not proved, and 30 cases were proved (Table 1). All were females (Table 2) but were not processed further due to social stigma and reasons beyond control. Out of all 50 cases, there were no role of forensic medicine was found (Table 3) due to non participation and non contribution of forensic experts (Table 4) for prosecution of sexual harassment because of non engagement of forensic experts in law.

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Table 1: Sexual Harassment during the year 2016 (n=50)

Sexual harassment	n
Proved	30(60%)
Not proved	20(40%)

Table 2: Gender-wise Cases of Sexual Harassment during the year 2016 (n=50)

Gender	n
Male	0
Female	50(100%)

Table.3: Role of Forensic Experts in SH (n=50)

Role of Forensic Expert	n
Found	0
Not found	50(100%)

Table 4: Role of Forensic Experts in SH (n=50)

Role of Forensic Expert	Yes
Contribution	50(100%)
Participation	50(100%)

### CONCLUSIONS & RECOMMENDATIONS

The role of forensic medicine was not found because of non participation and non contribution of forensic experts for prosecution of sexual harassment cases because of deficiency in law for engagements of forensic experts. Following recommendations were suggested:

1. Need for massive improvement of the law & order situation of the country in relation to sexual harassments.
2. Impediment of Social Stigmas by community awareness and sensitization.
3. Dire need for engagement of forensic experts for prosecution of sexual harassment cases.
4. Free and timely Justice.

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