1. Review of Literature

The study of related relevant literature gives an insight into the problem and help investigator to acquaint himself with techniques and methodology followed by earlier investigators to find and answer to the problem under investigation.

Afroditi Pina, Theresa A. Gannon and Benjamin Saunders\cite{1} explored that it is clear that sexual harassment, as a concept, has been gaining some positive and helpful research attention over the past few decades.

Anagha Sarpotdar\cite{2} discussed that a lab assistant who set herself a blaze in front of Delhi Secretariat protesting against the act of sexual harassment by her principal. She filed many complaints but of no worth.

Anu Lather, Shilpa Jain and Sona Vikas\cite{3} together explored about the situation of women and girl child in India. They concluded the condition of both is improving in India. The girl child should learn that there is no difference between her and her brother.

Aysan Sever\cite{4} discussed that the link between women abuse and homelessness. Further he discussed the stereotypes about homelessness and the governmental steps towards the homelessness.

C. Swarnalatha\cite{5} found that sexual harassment at workplace have impact on men as well as women in many fields of life and in every work level. For some men the harassment is verbal abuse and for women it is experience of abusive workplace situations.

Carina Maris Amaka Okeke\cite{6} conceded that women under graduates will report having experienced sexual harassment was determined by (a) actual exposure to potentially harassing behaviors by faculty and students (b) their academic performance and cultural gender stereotypes held by women undergraduates rather than age and institutional characteristics such as academic fields and faculty and student gender ratios.

Carole J. Petersen\cite{7} said that there was not in existence any law that prohibits sexual harassment until 1995 but the position is different now. Even now there is present many elements of same nature in different legal provisions.

Chatterjee Chaitali\cite{8} explored attitude of society towards the supreme court judgement for sexual harassment at workplace and how the verdict help women in their work place.

Chesfeeda Akhtar\cite{9} found that all women are vulnerable to sexual violence irrespective of their occupational status, marital status or educational status.
David Honing concluded that Bethune – Cookman University’s handling of the incidents involving the four professors needed to be expedited for reasons of student health and safety. There is need to repair the climate of fear and threat which is responsible for the incidents of Sexual Harassment for several years.

David J. Angelone, Daman Mitchell and Kara Carola discussed that a computer program was created as a means to examine the possible influences that affect women’s tolerance of sexual harassment. Real world stimuli in form of sexually inappropriate massages were used to examine a typical intent experience faced by college students.

Divanshu Gupta, Nivedita Raju, Shyama Nair, Isha Dave Dhruv Malhotra, Disha Mehta and Vishaka Chaudhary were of the opinion that it is certain than victims of sexual harassment will shy away from the publicity, the procedures, the delay and the harshness in the judicial system.

Dr. Mukesh Yadav and Dr. Vinita Kushwaha summarized that if amendment in section 375 IPC is done, then there would be no need of section 497 IPC and section 198 (1) to (5) Cr. P.C. because the crime adultery will come under the crime of rape only.

Dr. Mukesh Yadav concluded that if any employer or administrator of a Hospital ever allow or encourage harassment by remaining silent, there can be serious consequences. Part of their job is to promote and protect the welfare of employees.

Dr. Richard Harris resulted that across all measures, women are likely than men to identify some behaviours as sexual harassment, with well over half of women in every comparison responding that some or all of the behaviors warrant this clarification.

Edward Apodaca and Brian H. Kleiner were of the view that Sexual Harassment is one of the typical issue which is faced by the business men. In business environment there is existence of sexual harassment.

Gabriela Topa Contisano, J.F. Moral Dominguez and Marco Depolo resulted that the strong relation of organizational characteristics and work environment with Sexual Harassment cannot be ignored and it should be taken into account that these variables provide organizations with a more direct intervention mechanism for prevention.

Georgina Gabor focused on the favourable conditions, ways of resolution and outcomes of the law suit. He presented a description of a famous case of sexual harassment at the

**Happy Mickson Kayuni**\(^{[19]}\) found that the sexual harassment at the chancellor college be death with by taking into account lack of a proper equal definition of what constitutes sexual harassment, lack of a clear university policy an sexual harassment lack of clearly defined structures to report cases of sexual harassment.

**Jeanne Madison and Victor Minichiello**\(^{[20]}\) observed that Education must be done in health programs for health professionals throughout the Australia. It should be given in individuals too.

**Julian Barling and Inez Dekker, Catherine A. Loughlin, E. Kevin Kellowoy, Clive Fullager & Deborah Johnson**\(^{[21]}\) were of the view that experiencing sexual harassment exerts direct effects on work related negative mood and indirect effects on several outcomes which are relevant to optimum employee functioning and that females respond more negatively to sexual harassment than do males.

**Kamal Kenny, Dr. Asnarulkhadi Abu Samah and Benjamin Chan Yin Fah**\(^{[22]}\) found that there is still large amount of men who are still unclear about what is sexual harassment is all about and feels that their sexual attitude is normal for men.

**Kimberly T. Schneider, Suzanne Swan and Lacuis F. Fitzgerald**\(^{[23]}\) viewed that the current legal frameworks generally recognize two causes of action of Sexual harassment that is claimed one is coercion of sexual cooperation by threat of job-related consequences (quid – pro quo harassment) other is unwanted and offensive sex related verbal or physical conduct even absent any job related threat (hostile work environment).

**Lilia M. Cortina and Jennifer L. Berdahl**\(^{[24]}\) concluded that much has been known about the different forms, perpetrators and victims of the sexual harassment in the past 10 years. It is also learn about the factors responsible for sexual harassment and the effects of sexual harassment on individual and organizations.

**M. Pallavi Jane Pereira and Edmundo J. Rodrigues**\(^{[25]}\) observed that we have all become extremely immune to the pervasive harm of sexual harassment and its unconstitutional character.
Manikamma Nagindrappa and Radhika M.K.\textsuperscript{26} concluded that it is high time now that women should get a respectable and dignified position in Indian Modern society. Crimes against the women should be made punishable.

Marisela Huerta, Lilia M. Cortina Joyce S. Pang Gynthia M. Torges and Vicki J. Magley\textsuperscript{27} were of the opinion that sexual harassment remains a persistent problem in academia – a chronic stressor that profoundly and negatively affects the lives of college women.

Nithya N.R.\textsuperscript{28} found that centuries have come and centuries have gone but the plight of women is not likely to change. Women should be equal partners not only at the public places but should have adequate control of their even sources.

Padma Devastali and Sangeeta Rege\textsuperscript{29} explore that women health workers across all levels reported various other issues that they face within the system which we have labeled as “abuse of power”.

Paula McDonald\textsuperscript{30} opined that the structure reforms and Legal policy have achieve some progress in the awakening of the problem of sexual harassment Besides there is further scope for the workplaces’ efforts to prevent and take effective action against sexual harassment.

Phoebe Morgan and James. E. Gruber\textsuperscript{31} said that the research reported in the chapter makes it clear that sexual harassment is one of the most endemic forms of violence against women and girls today.

Pina A and Gannen, T.A.\textsuperscript{32} reviewed the negative effects of sexual harassment on the victims. He also worked on the responses of the victims regarding sexual harassment experiences and about the correlation between work and stress.

Rajesh Kumar\textsuperscript{33} said that abinitio sexual harassment is a very serious problem and main issue till the modern era. Even though there is deficient of criminal laws to tackle the problem.

Rakesh Kumar\textsuperscript{34} discussed that such a offences are more heinous and cruel in nature which shakes the whole life or character of the victim. He discussed about the offences excluding those that outrage the modesty of a women by words, signs, etc.

Roopa Vijaywargiya\textsuperscript{35} focused that the law for dealing with sexual harassment must be strictly implemented. The victim of Sexual Harassment need to come to court without hesitation of any find.
Rufus and D. Beulah discussed that sexual harassment at workplace exists in various forms like discrimination, future, attempted rape, rape, physical contact and advances, showing pornography and other unwelcome physical verbal or non-verbal conduct of a sexual nature.

S. Degue described that sexual violence is a serious and complex public health problem and the prevention strategies should be based on the available evidence with emphasis on rigorous evaluation that measures change in behavior.

Sapana Pradhan – Malla evaluated that concern with sexual harassment is relatively recent in South Asia, but increasingly it is being recognized as a violation of human rights and an affront to the dignity.

Steven V. Cates and Lynn Machin observed that the sexual harassment in the workplace is still very much in existence today more than ever. The Equal Employment Opportunity Commission (EEOC) is a federal agency that protects employees from various infractions.

Veena Gopal Krishnan and Vikram Shroff analysed that while the law on sexual harassment is a gradual development for providing working women a healthy environment at workplace. It is seen from the suspicious eye as a measure taken by the law makers with loopholes and ambiguity.

William L. Parish, Aniruddha Das and Edward O. Laumann summarised that the emphasis placed by much of the extent theoretical literature on the vulnerability of lower status females to aggression by powerful males needs to be reevaluated.