



Mains Practice Question

Case Study

You are the Human Resources Manager of a medium-sized company that operates in the service sector. The company employs a diverse workforce, including individuals from different cultural backgrounds and genders. Recently, an employee, Ms. A, who has been with the company for three years, has filed a complaint of sexual harassment against her immediate supervisor, Mr. B.

Ms. A alleges that Mr. B has been making unwanted advances towards her, including inappropriate comments about her appearance and unwelcome physical contact. She states that these incidents have been ongoing for several months and have created a hostile work environment for her.

Upon receiving the complaint, you conducted a preliminary investigation and found some corroborating evidence, such as witness statements and emails. However, Mr. B denies the allegations and claims that his interactions with Ms. A were friendly and professional.

As the HR Manager, you are tasked with handling this sensitive issue in a fair and impartial manner. Your actions will not only affect the individuals involved but also impact the overall work culture and reputation of the company.

In light of the above scenario, discuss the ethical dilemmas you face as the HR Manager and outline the steps you would take to address the complaint of sexual harassment, ensuring transparency, fairness, and compliance with legal and ethical standards.

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Answer will be published shortly.

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