Workplace sexual harassment impacts the moral value of a person and degrades organizational ethics, besides breaking down the fundamental blocks of morality. Moral and legal responsibility of organizations to prevent sexual harassment is mandatory. Prevention not only implies that it is law-abiding but also an active strategy on ethics to ensure that there is respect, fairness, and care towards the employees.

The former, organizations can prevent sexual harassment by creating clear and elaborate policies, which would specify the behavior that is not acceptable and the implications. These should be done periodically and in easy language so that every employee would be aware of their rights and duties. Duty-based ethics or deontological ethics would include the ethical obligation of firms to treat people respectfully, but not as an investment to get power or pleasure (Dilbar, 2024, p.58). Good policies imply that harassment would be an evil out of evil and not just illegal hence barred by the policies.

Secondly, there must be frequent and meaningful training. Instead of just being limited to official checklists, the training should include real life example, discussion of power dynamics and ways of intervening when one is bystanders. This is based on virtue ethics that emphasizes the moral character (Swanton, 2023, p.43). Companies motivate employees to internalise moral behaviour and not just to escape, just like they punish via instilling virtues such as respect, empathy, and accountability.

Third, organizations should create the systems of reporting that are unsafe and the complaints should be taken seriously. The victims can be easily deterred by a caution of the reprisals. Care ethical approaches lay stress on paying attention and vulnerability sensitivity. That the welfare of the employees be taken morally seriously will be achieved through the need to protect the complainants, carry out the investigation without biases and impose consequences.

Leadership also plays an important role. It is the leaders who have initiated the leadership of the culture as exhibited by their behaviors. The managers reinforce the ethical culture when they set an example of good behavior and respond with a severe reaction in case of inappropriate conduct (Besley, 2022, p.2433). The utilitarian perspective maximizes well-being due to the prevention of harassment that leads to a reduction of harm; increase in morale, and productivity. In the legal environment case, it is obvious that the legal environment exerts unnecessary pressure on the organizations and due to the fact that the liability lies with an organization even when the act is committed by individuals who are not acting in relation to the policy. However, regarding ethical factors, there is much ground to be made on such legal expectations. Organizations have much power within the workplace structures, hierarchy, and cultures. Power goes hand in hand with responsibility. John Rawls has spurred justice moral theories based on which institutions possess more influence on the chances and security of people owe more obligations.

In spite of the potential legal compliance cumbersomeness and cost, in large part, legal consideration helps organizations reasonably prevent and respond to harassment. Instead of undeserved blame, this is an unavoidable incentive to work on moral conduct. There is also really good maintenance of law concerning exposed employees who would never have the right to oppose any form of misconduct (Besley, 2022, p.2436). Even the ethics thinking would make it even above the law minimums, but, as often discussed by ethics, there is more than legal suits with moral responsibility.

In conclusion, the issue of sexual harassment in organizations can be prevented through good training, policies, safe reporting system, and ethical leadership. The current legal environment does not create any excessive responsibilities; the current legal environment

supports moral duties concerning respect, care, justice, and the support of the well-being on the whole. Prevention of harassment is not a legal obligation but also an ethical one.

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