3. Sexual harassment policies must be discussed at workers' meetings and at supervisor meetings.
4. Proper guidelines must be displayed to create awareness of the rights of employees to a harassment-free workplace.
5. Employees must be made aware of problem-solving mechanisms, investigative measures, and grievance and disciplinary procedures used for making decisions on harassment complaints.
6. Supervisors must be aware of organizational policies, enhance their problem-solving skills, check relevant laws, and understand their responsibilities.
7. Employers must conduct awareness programs or periodic training for all employees on sexual harassment so that employees are aware of how to maintain discipline and follow a certain code of conduct in the organization.
8. Employers should assess the work environment for awareness by surveying employees and union members about sexual harassment.
9. Employers should understand and solve the problems of employees who are affected by harassment from outsiders.

U.S. Laws on Sexual Harassment

The following are some U.S. laws concerning sexual harassment:

- Title VII of the Civil Rights Act of 1964: Title VII prohibits employment discrimination on the basis of race, color, religion, sex, or national origin in hiring, employment (all terms, conditions, and benefits), and termination.
- The Civil Rights Act of 1991: This law provides appropriate remedies for intentional discrimination and unlawful harassment in the workplace.
- Title IX of the Education Amendments of 1972: This law prohibits sex discrimination of employees and students in educational institutions receiving federal funds.
- Equal Protection Clause of the 14th Amendment: This clause creates public institutional liability for institutional sexual harassment of employees, including compensatory and punitive damages.
- Common law torts: These laws help identify the common law actions that may be filed by harassed workers.
- State and municipal laws: These laws concern rape, sexual abuse, sexual assault, and child molestation.

Title VII of the Civil Rights Act of 1964

Title VII prohibits employment discrimination on the basis of race, color, religion, sex, or national origin in hiring, employment (all terms, conditions, and benefits), and termination. This law applies to businesses with 15 or more employees.

The following are some examples of discrimination under Title VII:

- Harassing a person because of their friends', relatives', or associates' race, skin color, religion, gender, national origin, age, or disability
- Treating people in similar jobs differently
- Making assumptions about the abilities of persons based on stereotypes, physical characteristics, or age
- Retaliating against a person because a complaint was filed

The remedies that are available if a complainant is successful in a Title VII cause of action include reinstatement, back pay, damages for future loss of earnings, emotional pain and suffering, mental anguish, and attorneys' fees.

The Civil Rights Act of 1991

The Civil Rights Act of 1991 provides for damages in cases of intentional employment discrimination. It establishes private and public liability for the acts of supervisors and employees that constitute sexual harassment of employees. Its purpose is to provide further legislation and clarification of earlier laws concerning sexual harassment.