



Role Conflict in Workplace Sexual Harassment Cases

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INTRODUCTION

In the aftermath of the #MeToo movement, many have asked the question, **"When It Comes To Sexual Harassment Claims, Whose Side Is HR Really On?"**

Thus, this research sought to develop a better understanding of **HR professionals' perception of role conflict** in sexual harassment cases through the narratives of twelve HR professionals.

METHODS

Qualitative inquiry was used to identify a common thread between several individuals' lived experiences

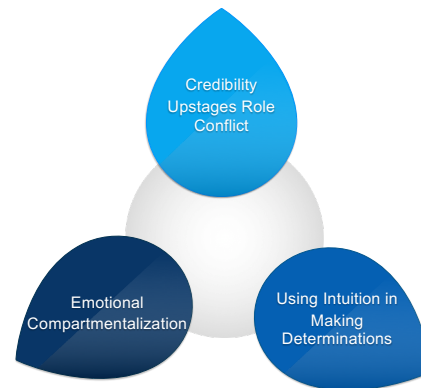
Semi-structured interviews were conducted to document the viewpoints and narratives

Participants in the study were:

- HR professionals with **experience investigating a sexual harassment claim**, and
- Consisted of two men and ten women that ranged in age from mid-twenties to mid-sixties

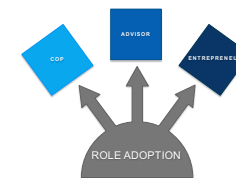
RESULTS

Developing patterns in the data revealed **three themes** related the management of tension associated with perceived role conflict:



CONCLUSIONS

- 1 HR professionals adopt different roles based on the situation; and is often influenced by their rank, tenure, and affinity to the role.



- 2 The extensive process in place to handle sexual harassment cases are great for gathering information; however, creating tools to concede and deny judgments based on intuition can lead to better decisions.



- 3 Balancing competing values requires exhaustive emotional management.



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FURTHER INFORMATION

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