

# **Sexual harassment at workplace**

## **Abstract**

The thesis concerns the issue of sexual harassment as an undesirable phenomenon occurring in domestic workplaces. It is a problem that is currently very topical and even has an increasing tendency, despite the fact that the public is paying more attention to it. The author focuses on sexual harassment in the workplace, as it is the place most prone to sexual harassment.

The thesis concentrates mostly on an analysis of the treatment of sexual harassment in the workplace in the Czech Republic through sources from the Czech legal system, European Union law and binding foreign treaties and documents. The objective of the thesis is then to critically assess this regulation and to make recommendations on how the treatment of sexual harassment in the workplace in the Czech Republic should be further developed in relation to the deepening of the prevention of this unwanted occurrence and the subsequent defense of the victims.

The thesis is structured into six chapters and is designed to help the reader to delve into the subject from the most general legal concepts to specific provisions of the Czech labour law. The first chapter introduces basic terms like equality, discrimination and harassment. This is complemented by the second chapter, which deals directly with sexual harassment and offers the reader a definition of the term and other important facts connected with it. The third chapter introduces the reader to the international and EU legal framework. The fourth chapter helps the reader to orientate himself in the Czech regulation of sexual harassment in the workplace, which will be viewed from several levels of legal sectors, with the exclusion of the labour law level, which is the subject of a separate fifth chapter, as it discusses the most important legal provisions dealing with the occurrence of this undesirable phenomenon directly in the workplace.

The final chapter is the core of the whole thesis. In the first part, the author critically evaluates the treatment of sexual harassment in the workplace in the Czech Republic, which, in the author's opinion, is insufficient, and in the second part, the reader will be presented with several recommendations and concrete proposals for the wording of laws that should remedy this deficiency.

## **Key words**

sexual harassment, discrimination, equality