



# CONFLICT, POOR WORKPLACE RELATIONSHIPS OR INTERACTIONS

## IMPACTS OF HARASSMENT AND SEXUAL HARASSMENT

The impacts of harassment, including sexual harassment, on both workers and organisations is numerous. Some impacts to consider are:

### ON WORKERS

**Stress and emotional distress:** Workers may experience increased levels of stress, anxiety, and emotional distress due to the ongoing conflicts and negative interactions in the workplace.

**Reduced job satisfaction:** Conflict and poor relationships can contribute to a decline in job satisfaction and overall happiness at work.

**Negative impact on mental health:** Prolonged exposure to conflict and toxic work relationships can have a detrimental effect on mental health, leading to issues such as depression, anxiety, and burnout.

**Physical health effects:** The stress and tension associated with conflict and poor workplace relationships can also manifest in physical health issues such as headaches, muscle tension, and sleep disturbances.

### ON ORGANISATIONS

**Decreased productivity:** Conflict and strained relationships among employees can disrupt workflow, create distractions, and hinder collaboration, leading to a decrease in overall productivity.

**Increased absenteeism and turnover:** Employees may choose to take more frequent leaves of absence or resign from their positions due to the negative work environment, resulting in increased absenteeism and turnover rates.

**Decline in employee morale. Negative impact on teamwork and collaboration:** Conflict and poor workplace relationships can contribute to a decline in employee morale, leading to decreased job satisfaction and engagement. When employees are engaged in conflicts or have poor relationships, it can undermine effective teamwork and collaboration, hindering the achievement of organisational goals.

**Damage to the organisational culture:** Persistent conflict and poor workplace relationships can erode a positive organisational culture, creating a toxic work environment and affecting employee morale, loyalty, and commitment.

**Increased costs:** Conflict and poor workplace relationships may lead to increased costs associated with absenteeism, turnover, recruitment, and training of new employees.

**Reputation and image damage:** If conflicts or poor workplace relationships become known to external



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stakeholders, it can harm the organisation's reputation and image, affecting relationships with clients, customers, and partners.

**Legal and compliance risks:** In cases where conflict escalates into harassment, discrimination, or other forms of misconduct, organisations may face legal consequences and compliance risks, including lawsuits, fines, and damage to their reputation.

**Decreased employee loyalty and commitment:** Conflict and poor workplace relationships can negatively impact employee loyalty and commitment to the organisation, resulting in decreased employee retention and increased difficulty in attracting top talent.