

Luis angel perez v. the new york and presbyterian hospital

[Business](#), [Human Resources](#)



Luis Angel Perez V. The New York and Presbyterian Hospital Insert Insert s

The court's decision is due at the hospital violates Title VII;

The hospital prefers hiring bilingual English/Spanish-speakers for the Mental Health Workers as the patients in the Psychiatric Unit include approximately 30% monolingual Spanish-speaking and 50% who are bilingual. The plaintiff was frequently asked to translate to Spanish speaking patients who were not having the ability to communicate in English. Plaintiff's allegations that his nursing supervisors had used ethnic slurs and had engaged in conduct denigrating him because of his origin was unprofessional as well as mocking patients with limited English proficiency. On August 15, 2003, when Dr. Nunez observed the plaintiff speaking to a patient in a room in Spanish and had an argument with him, he wrote a letter to Dr. Nunez implying that he was acting out of good faith.

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The hospital prefers hiring bilingual English/Spanish-speakers for the Mental Health Workers as the patients in the Psychiatric Unit include approximately 30% monolingual Spanish-speaking and 50% who are bilingual. The defendant was frequently asked to translate to Spanish speaking patients who were not having the ability to communicate in English. Defendants allegations that his nursing supervisors had used ethnic slurs and had engaged in conduct denigrating him because of his origin was unprofessional as well as mocking patients with limited English proficiency. On August 15, 2003, Dr. Nunez observed the defendant speaking to a patient in Spanish in the patient's room. He had an argument with the plaintiff who wrote a letter to Dr. Nunez implying that he was acting out of good faith.

There was no much harm by Perez occasionally speaking in Spanish; The plaintiff occasionally talked in Spanish to his fellow workers, but it is not in the patients presence. He did this in the presence of the patients, for instance, when talking to the clerk in an office, away from the patients and with the security guard. Perez suffered from his choice of speaking Spanish to the patients and workers who he did not cause harm to as he risked his job.

First amendment's freedom of speech guarantees and offers Perez protection

The first amendment guarantees individuals freedom of expressing themselves freely and guarantees citizens the right to assemble peaceably. Perez communication to his fellow Spanish counterparts in the Medical facility was his right, as it never happened in the presence of a patient. A Title VII of the Civil Rights Act of 1964 states that an employee cannot be segregated. The employees should not be classified in a manner that deprives any individual of employment opportunities because of an individual's race, color and or other completions.

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References

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