

Week two learning team reflection

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



Theresa Waldo v. Consumers Energy Company Essay 3rd August, Theresa Waldo v. Consumers Energy Company Theresa Waldo started working for the organization in 1997 where she participated in the apprentice program and trained employees to become journeyman electrical workers. She has sued the company for sexual harassment from the year 2001 to 2005. The allegation was regarding gender biasness and she claimed that she was called inappropriate names and even the co-workers didn't call her with her own name. While travelling on far rural areas she was not allowed to use her personal space as a female. Additionally, on one occasion a co-worker locked her in a porta-potty. Waldo had previously tried to explain to her supervisor several times that she is being subject to sexual harassment and violence. There are certain employee rights which are to be abided by all companies because the government has laid down strict rules and regulations with respect to human respect and to ensure that there is no discrimination with respect to gender and race. These rules are set to ensure that the employees are not abused in any manner. Harassment issues are a common problem and that is why law a law has been implemented.

Waldo did not keep quiet about her harassment by the employer. Waldo claimed that her current employer subjected her to gender discrimination, hostile work environment, and retaliation under state and federal law. Waldo took the company to the court to claim her rightful place in the society and to punish the company for its wrongful behavior in order to ensure that it is not repeated again and again with other employees. Several trials were held in this regard and the employer was punished by awarding Waldo a lump-sum amount of \$400, 000 in compensatory damage and \$7, 500, 000 in

punitive damage (MOORE, 2013).

Bibliography

MOORE, S. a. (2013). UNITED STATES COURT OF APPEALS. US: Government.

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Neff, J. T. (2014). Waldo v. Consumers Energy - Document 322. Retrieved 2014, from JUSTIA US LAW: <http://law.justia.com/cases/federal/district-courts/michigan/miwdce/1:2006cv00768/50180/322>