

What is a hostile work environment

[Business](#), [Management](#)



Upon receiving the cease and desist letter, the company needs not to respond immediately; instead, it should take more time to analyze the situation and formulate a planned response. It is necessary that the concern will be discussed to the legal counsel who is expert in the field of infringement claim (Landy, 2008, p. 131). Likewise, the company should establish a new version of the policy that will strongly regulate the usage of the internet. The company should also be stricter in monitoring the usage of office supplies by conducting an accurate inventory.

I would consider the idea of terminating Karen at the end of her probationary period. This is not because other employees had told me to do so but this is based on the monitoring and review of criteria. The criterion that makes her not suitable is the 'timely and regular attendance at work' which will definitely affect her productivity (Smithson, n. d.).

The case of Jackie is different from Karen in terms of their employment status. Although the offense is more or less the same, Jackie's situation needs to have a form of just cause otherwise damages will be claimed.