

Shakespeare example essay



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Sexual harassment is forbidden, particularly on the job and work places but when employees and employers recognize such expression of character, they must identify regulations and policies to prohibit this behavior. The government is also in place of constituting amendments behind dealing with harassment cases to let the employees realize the best weapon to use when faced with such immoral behaviors. However, education is the key factor and tool that can win the situation (Saggy, 2003). The Burlington hierarchy of structural management, Slowly was placed as the middle manager.

The company contains eight divisions having employed more than 2,000 employees in each plant. The manager had authority of hiring and giving promotions to other employee depending on his decisions. Therefore, his decision and position were not included among the upper level management which was a not among the policy making body. In simple terms, an increase of woman in the workforces for the last decade has revealed a severe sexual harassment case. This is a combination of an increase in the extension of the employer's liability for a detailed supervision.

Job status and rank is the worst enemy to this fact where employers have created certain areas of serious concern in employees (Saggy, 2003). Sexual reassessment can be classified in different categories but all in the form of sexual discrimination. However, the general legal definition of sexual harassment is an act of being unwelcome verbal or a physical conduct in a sexual nature that is much more severe that can affect the working situation or bring hostility in the workforce environment.

Nevertheless, one cannot categorize sexual harassment if the situation or the parties involved are welcome and no act of opposition is in between the members (Saggy, 2003). When you come into recognition that a certain individual is harassing you sexually, it is essential to communicate to express you uncomfortable. For instance, someone bringing up your nature and making comment relating to your sexual attraction can constitute sexual harassment. Yet, sexual harassment is a sexual nature that can either leave an individual appreciating or blaming.

Sexual harassment in gender difference is usually demonstrated in different ways and circumstances. To begin with, employee such as the supervisor engages in gender inequity at work environment by imposing his rules and regulations to other employees of the lower grade. The second one is when the same supervisor tries to request for the sexual conditions or favors for granting employment promotion or opportunity for those who are jobless. Whereas, gender discrimination is act of treatment where one is treated in an unfavorable manner because of his gender.

Indeed, both of the two are the outward appearances of sexual harassment. In such situations; work environment, gender does not matter, it can happen to any person either male or female. As a result, anyone can find himself sexually harassed depending on the level at which an individual hangs himself (Saggy, 2003). The legal definition of "quid pro quo" (also known as "vicarious liability") sexual harassment is "Quid pro quo" is a general term used to describe a sexual activity that is done to confuse the minds of people. The activities blackmail a person to an extent of not recognizing the real action, which took place.

Otherwise, the term involves illegal activities that are aimed at issuing out favors. For example, Slowing activities are well thought-out to be “ Quid pro quo” because he involved activities such as its for tats with Alerts in his favors. Conversely, this became a threat to Alerts by making Slowly gain in areas of richness in situations that involves female employer approaching his employee for sexual performance. This is because f the title the female posse; manager in such cases, there are different promises that the female employer vows to the employee to enter into the sexual act.

It basically occurs when employee’s compensation are low and contingent, thus exchanging sex for compensation increments (Pallid, et al, 1991). However, when the sexual act or an advanced proposal is rejected, there will be a high chance of an employee losing his Job or loose other possible services or actives in his workplace. “ Quid pro quo” sexual harassmt also occur when an employee evaluates his decisions or refuses his employer’s proposal basing on other or employees.

In other word, “ quid pro quo” gives a direct demand that a manager must sleep with his or her employee for a work promotion and In case one does not want to engage in discipline cases that can lead to punishment, he must go on a date with his employer (Pallid, et al, 1991). A hostile environment in a legal aspect is a condition that alters pervasive policies and regulations relating to the harassmt of any individual. However, people suffer in different areas of work. They are able to tolerate the undignified and abusive actions that can hinder the severe development of the sexual harassmt.

On the other side, they need to understand the actions, which are validated for the adults in the workforces. The acts are not permitted but are to direct the minds of persons think of the kind of behaviors they portray on the workplaces. In the law compiled by Alerts, she accused Slowly of unreported sexual harassment case. This is obviously a case of hostile treatment in the environment. Therefore, the surrounding is mostly the chosen place where people associate; give respect and appreciation against the immoral behaviors that are surrounding the environment.

Other case of sexual harassment in Burlington Industries includes involvement in physical contact, sexual suggestive word that is cause by the tolerance of the employees within the organization (Burlington Industries 1997). A forces sexual harassment of unwelcome sex situation falls in the category of sexual harassments. A hash or cruel tactic such as sexual assault creates a hostile situational environment. Hostile environment usually follows a by a series of several injustices and incidences that leaves an ironic condition of the environment (Pallid, et al, 1991).

Unreasonable behavior is determined by the involvement to conducts f any kind such as implicitly, explicitly or any condition that relates to a person's employment is an aspect of unreasonable behavior. However, submission to such conducts by any person used on the basis of employment conditions brings impacts to the involved party, Or the conduct contains a reason or impact of unreasonable interference with an individual's work performance aims at intimidating and creating a hostile or offensive environment (Pallid, et al, 1991).

Nevertheless, common sense needs to be applied; hugging is mostly sexual and must be excluded from the workplace. Sexual harassment may come in two different categories; Sexual arguments may be physical but does not limit kissing, patting, leering or grabbing or it can also be verbal, written or oral sexual submission (Pallid, et al, 1991). Yes, it is true for every employee in Burlington Industries to get free exploitation of the environment or locality he works. Law and regulation is the major controlling body.

It applies rules and terms of the organization by providing a protective measure for employee from exploiting and doing away with awkward behaviors. The law is validated against the policies of sexual harassment and this tactic helps to reduce sexual inconveniences promptly. The main legal reason why every company should have a valid written policy against sexual harassment is written policies in an organization are important because they help in prohibiting illegal behaviors in the workplaces.

Previously, as illustrated, various activities of sexual harassment; Slowly and Alert have engaged “ Quid pro quo’ including the environmental abuse. These are one of the simple cases that go unrealized, the courts have been asked to evaluate on the duration and validity of such accusations made by Slowly and Alerts. However, the court’s verdicts are made on the favor of Slowly. I feel on my side that justice should be reached. Therefore, I disagree on the fact that sexual harassment case has not been worked upon by this court.