

Legal issue summary assignment

Law



In this paper I will discuss about the legal diversity issue that I would like to cover is harassment in the workplace. There are three points that I will cover to support harassment in the workplace. First I will summarize the legal diversity issue. Secondly, I will analyze the legal concerns. Lastly, I will present my thoughts and beliefs regarding this issue.

Furthermore I will use an article to support my material. The article is called Bryant v. Aiken Regional Medical Center, Inc. Summary of the Legal Diversity Issue " Plaintiff Wanda M. Bryant filed suit against defendant Aiken Regional Medical Centers, Inc. (ARMC), alleging that ARMC had denied her a promotion on several occasions both because of her race and in retaliation for her complaints about discrimination in ARMC's hiring policies.

A jury found in her favor and awarded her back pay, compensatory damages for emotional distress, and punitive damages. The district court declined to overturn the jury's verdict. We affirm the jury's finding of liability and its award of backpay and compensatory damages for emotional distress, but we reverse the award of punitive damages. " This article represents harassment in the workplace. Analyzing the Legal Concerns In this case there was eight legal concerns. (1) employee engaged in protected activity, as required for prima facie case of retaliation under Title VII and § 1981; (2) hospital's failure to promote employee constituted adverse employment action, as would support prima facie case of retaliation under Title VII and § 1981; (3) evidence supported jury's finding that hospital failed to promote employee in retaliation for her complaints of race discrimination; (4) evidence supported jury's finding that racial discrimination, in violation of Title VII and § 1981, was reason for hospital's failure to promote employee to nurse's position; (5)

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employee was not required to point to similarly-situated white comparators to succeed on race discrimination claim under Title VII and § 1981; (6) jury's award of compensatory damages for emotional distress to employee was supported by evidence; (7) award of \$ 50, 000 in compensatory damages for emotional distress was not excessive; but (8) hospital could not be liable for punitive damages under Title VII. " Present my Thoughts and Beliefs

Regarding this Issue. After reading this case this statement really stood out to me. I have seen someone go through a similar situation at a pass job.

Bryant also complained, she testified, to her supervisor and to the hospital's service excellence coordinator (who was a designated point person for race discrimination complaints) that she believed she was being discriminated against in the promotion process because of her race. The service excellence coordinator told her that he would " check into it" and get back to her with a response. She never heard anything back from him. " At my prior job I was friend's with an African American. She was a really hard worker and everyone got along with her except for one person. Our boss was very prejudice to her. She was the only African American that worked there.

I am from Wisconsin where there are mainly white people in the area in which we lived in. She drove up from Milwaukee to this job. This boss would make her stay late if something needed to be done all of the time. We worked in a union shop and seniority should be used. She went and complained to upper management and they would always tell her we would get back to you. Well about a year of her going up to upper management and getting nowhere she finally quit. My thoughts are people can be just stupid sometimes. Upper management should have had a response to her

the next day. I think they were hoping that she would just quit. I felt so bad for her.

I remember her telling me in the break room with tears in her eyes, “ I cannot take this anymore. ” If that isn’t harassment I don’t know what is. Which leads me to the conclusion. Conclusion In this paper I discussed a specific legal diversity issue. The legal diversity issue that I covered was harassment in the workplace. There are three points that I covered to support harassment in the workplace. First I summarized the legal diversity issue. Secondly, I analyzed the legal concerns. Lastly, I used my thoughts and beliefs regarding this issue. Reference Diversity at Work Diversity in the workplace training for your employees. View a demo! <http://www.WorkplaceAnswers.com>