

# Employment law

Law



Employment Law Yes, the employee has a legal and a moral obligation and a right over the claim of quid pro quo sexual harassment against the employer for creating an environment of sexual harassment by the employer towards the employee. The employer has acted in a very demeaning way against the employee and should be punished for the same. The employer has tried to create a sexual environment favouring his sexual needs and desires against the will of the employee which is not only hurting the sentiments and the emotions of his employee it has also altered the professional relationship and hurt the overall profits and the growth of the company due to such misdeeds of the employer.

#### Legal Claims:

The federal law acts against the sexual harassment infringes at workplace.

“ The federal law prohibiting sexual harassment in the workplace is Title VII of the 1964 Civil Rights Act, as amended. The law makes certain employers responsible for preventing and stopping sexual harassment that occurs on the job.

Title VII applies to private and most public employers, labor organizations, employment agencies, and joint employer-union apprenticeship programs with 15 or more employees.”

The federal law acts very strictly against any complaint of sexual harassment taking place at the workplace. The law is very clear when it comes to such an act nothing is going to be tolerated and the perpetrator shall be given a sever fine and a penalty in lieu of the act committed by the offender after having been proved of doing so.

#### Ways to improve the Law:

Following are the five different ways through which the law can be improved

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with respect to sexual acts in workplace:

1. Stricter Guidelines at Office: Since prevention is the best cure, the best way this can be prevented and avoided is to inform all the employee in the workplace to stay within their limits or strict action would be taken against them
2. Tough Mechanisms: The law needs to be tougher on the mechanisms it deals with the art of solving such cases. The law needs to give more punishment to the offender and should try to set a greater and a stricter example
3. Heavy Fine: The law should provide for an even more stricter and heavier fine on the offenders who indulge in such atrocious activities.
4. Option to leave: The law should provide an option to leave along with compensation to the employee who undergoes through such bad acts from the employer. The employee should have the distinction and the liberty to leave the job and the employer should provide adequate compensation and damages for creating an unfavourable environment in the office for the employee.
5. Favourable Conditions: The law should strive to create more favourable conditions in the office place as this is the only way where such actions can be avoided.

Work Cited

[http://www.uknetguide.co.](http://www.uknetguide.co.uk/Employment/Article/Sexual_Harassment_at_Work-100658.html)

[uk/Employment/Article/Sexual\\_Harassment\\_at\\_Work-100658. html](http://www.uknetguide.co.uk/Employment/Article/Sexual_Harassment_at_Work-100658.html)

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