

Employment law

Law



Employment Law Affiliation: Protection of employees by the civil rights law has enhanced workforce relations in and out of workplaces. All the stakeholders involved are expected to adhere to the provisions of civil rights law, especially in relation to the different forms of discrimination against employees (Collins, 2010). Enforcement of civil rights sometimes fails to address the entire workforce, where the part of the workforce in question does not qualify for protection by this law. In this situation, the public policy formulated and implemented by an organization should evaluate and assess for gaps in the civil rights law, and subsequently pursue necessary measures to ensure that the realized gaps are fully accounted for. Doing so rules out the occurrence of exclusion of employees from protection against discrimination.

Sexual harassment laws have provided for healthy relationships between men and women workers in their workplaces, and have further enhanced personal and organizational dignity by outlining the basis of interaction of workers in and out of their workplaces (Collins, 2010). Advances made in sexual harassment laws have made it possible for men and women counterparts to interact formally and observe the set limits of relations. This does not imply that mentorship activities between women and senior management mentors have been curtailed. Civil rights gains can result in unintended costs, but the underlying overall benefits cannot be disputed. Civil rights law enhances organizational coherence and subsequently improves workforce efficiency. Civil rights law safeguards the interests of both the employees and the employers.

Reference

Collins, H. (2010). *Employment Law*. Oxford: Oxford University Press.
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