

# Torts - contracts - employment law .. discussions

Law



Task: Discussions of Torts, Contracts, and Employment Torts There is no doubt that torts, have evolved over time. Tort refers to the private wrong against somebody or personal property. However, as society evolves, new torts have been created while others have been abolished, probably due to change in society's perception of things, among many reasons.

Nevertheless, it must be understood that the modern tort law is a product of decades of creation, improvisation, elaboration, creation, and modification. For instance, due to the evolution of tort, contemporary remedies have been formed, which includes; injunctions, the award of damages, permission to engage in self-defense, and many others. For a conduct to be deemed tortious, it must contain some particular characteristics. Without these features, an act might not be considered as a tort. While the society is still evolving new forms of torts are bound to be created, while the seemingly uncivilized or unworthy torts might be abolished. For example, negligence used to be a very broad phrase that implied to any form of breach of the peace, although it has evolved to become a separate entity. To some extent laws to do with torts have changed over time with respect to case law. For instance, it is through successive cases that legal principles come to be created or developed. (Dolinger, 14)

### Contracts

The main purpose of having a contract is to create an agreement that the parties have established and to fix the rights and duties, according to that particular agreement. Moreover, courts of law are often brought on board to enforce a valid contract as it was established. However, it must be understood that different contracts are treated differently with varying circumstances. For a contract to be formed, all the circumstances must be

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assessed to see if; the offerer has given an “ offer”, and if the offeree, has agreed that particular offer. Furthermore, in an event of a breach of contract the involved parties are allowed to sue. However, this must also happen in certain circumstances, such as within the statute of limitations. Statutes of limitations refer to laws that establish the deadline, within which a claim or lawsuit may be filed. Although more than often, contract’s deadlines vary based on the circumstances of the case, the nature of the case, geographic location, and whether the claim or suit is filed in state or federal. This is just a snippet of circumstances that normally revolve around contracts.

(Chirelstein, 139)

#### Employment law

Due to the increasing workplace discrimination, there have been a lot of outcries to expand protected classes, in order to ensure everyone’s safety in the workplace. The famous classes protected from discrimination include; race, color, sex, and religion, although the need to expand the list has been critical than never before. This is because, as time goes by, the society experience new forms of discrimination, hence putting the life of the minority group in jeopardy. According to the video, EEOC is reportedly challenged with new versions of discrimination; hence they are forced to increase their tact against the war on workplace discrimination. This shows just how employees’ safety and freedom at work is on the line, most especially with the dynamic society where new habits and prejudices against minority groups are formed more often. Because of this reason, the institution responsible for matters of Civil rights should devise new polices on how protected class can be updated. This will ensure that the minority groups are protected against the increasing discrimination and abuses at work.

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(Schwartz, 657)

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