

Contract of employment

[Business](#), [Employment](#)



Harassment is a form of employment discrimination. In this day and age. It is still not widely recognized that harassment can be in varying ways. Wikipedia encyclopedia classifies it as unlawful when the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, abusive, or offensive to reasonable people.

Legislation have been created to protect employees from being harassed in the workplace such as the Criminal Justice and Public Order Act 1994. " This Act provides that intentional harm, alarm or distress is a criminal offence. This makes ALL forms of harassment illegal, punishable on conviction by a six month jail term or a £5, 000 fine.

It is necessary to prove that the harasser's actions were intentional, and that some-one was actually harmed by their actions". 2 Also the Protection from Harassment Act 1997.

" Under this Act, it is now an offence for a person to pursue a course of action which amounts to harassment of another individual, and that they know or ought to know amounts to harassment. Under this act the definition of harassment is behavior which causes alarm or distress".

The only way to prevent harassment from taking place is to file a complaint and raise concerns. This would be the only way to correct an improper act in the workplace.

" Harassment" Wikipedia Encyclopedia. <http://en.wikipedia.org/wiki/Harassment>

“ Harassment (UK) Wikipedia Encyclopedia. http://en.wikipedia.org/wiki/Harassment_%28UK%29

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The case is about Julia, an employee of Silkos Company for two years who was not given a contract of employment. After three months, she raised her concern which was met with disapproval. Instead of welcoming an employee who knew her rights, she was harassed by reducing the number of sales team without her knowledge; giving her a holiday entitlement which was not what was initially offered to her and giving her a nominal bonus. These were all contrary to what Julia and her employer have agreed upon and in part was contrary to law. Now Julia seeks advice on her predicament.

Contract of Employment - Julia, it is said did not receive a contract of employment despite requesting for one. It is said that “ You're classed as an employee if you're working under a contract of employment.

A contract need not be in writing - it exists when you and your employer agree terms and conditions of employment. It can also be implied from your actions and those of the person you are working for.