

Workplace_Bullying_and_Paid_L eave.edited.docx

by

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Workplace Bullying and Paid Family Leave

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Workplace Bullying and Paid Family Leave

Question 1

Workplace bullying is a harmful and prevalent societal occurrence that has always existed. Nonetheless, it has become increasingly acknowledged in recent years as a worry for the wider society and those intimately affected. Workplace bullying and its negative consequences have been extensively debated. However, in these tales, the typically poisoned office culture is commonly mentioned synonymously with the legal construct of a toxic work environment caused by sexual harassment. However, there is a critical distinction between these two ideas: Only a hostile work environment based on sexual harassment raises a prosecutable claim and not workplace bullying. Irrespective, there is a need for legislative action to protect workers against workplace bullying.

For various reasons, workplace bullying is a complicated subject for legislators to resolve through legislation. Bullying manifests itself in a variety of ways, ranging from physical abuse to verbal or physiological intimidation. Second, bullying can be driven by various elements, both work-related and unrelated to employment. Individuals may engage in traditional bullying if they genuinely think a colleague is not doing their work or think the colleague is mistreated. Due to the general types of hazards that employees subjected to these behavioral patterns face, such as physically or psychologically induced injuries that render them unfit for the job, legislation is needed. Regulations will allow employers and employees to clearly express the responsibility and level of protection placed on them, allowing them to abide by the law, lessen bullying in the workplace, and create a safe working environment for everyone.

To sum it up, Legal responsibilities can be supplemented by mandatory work-related injury insurance programs, which provide a mechanism for those affected by workplace bullying

to be paid and rehabilitated. In theory, this combined effect is a decent way to resolve the problem by enacting laws against the vice.

Question 2

The Family and Medical Leave Act (FMLA) was approved twenty-five years ago, mandating employers to offer workers up to three months of unpaid sabbatical to look after a newborn or an ill relative. Employers in the United States are currently confronted with an increasing confusion of state paid-leave policies, while the acceleration strengthens federal family-compensation legislation crusade. Paid time off and comfortable working schedules help to recruit and retain a committed, talented team. A tangled mess of local and state leave prerequisites, on the other hand, generates a conformance dilemma, as rigid federal demands dampen employer flexibility and responsiveness.

In my view, the legislation governing paid family leave should be enacted at the federal level. More so, the local and state administrations should not be allowed to regulate the legislation governing paid family leave at the local levels. Currently, there is confusion with the unpaid and paid leave controlled at the local levels by the locally enacted laws. The confusion arises in different ways. For instance, there is non-uniformity in enacting these policies at the local levels as different states have enacted different legislations. In addition to that, states have approved paid family leaves; the pay is not standardized between states that set the payment according to their preferences. This approach creates bias because states with vast resources are likely to pay employees better allowances in paid family leaves than those struggling financially. The bottom line is that the amount will not be the same if different states regulate the amounts paid to employees, creating bias and discrepancies in the whole country. That is why the paid family leaves should be regulated at the national level.

A leave not exceeding four weeks ought to be paid when a parent is allowed to go and have time with a newborn, or a member of the first family is sick (a child or spouse). A newborn child comes with excitement, and the parents need resources and time to address the newborn's needs. Also, when a child or spouse is sick, they need someone close to monitor and assist them. An employee in this situation needs leave because their concentration levels at work are low. This paid family leave should apply to members of the first family, but not the extended family.

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