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Employment Law

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Employment Law

An employment tort is acts that are done by employers that are wrongful and go against the rights of the employees. Employment torts can be of different types like assault, battery, false imprisonment, defamation, or fraud. Several employers take advantage of their employees by doing these wrong acts to them because they feel they have power over them. However, these torts can be prevented when an employer decide to do right thing to the employees. The paper is going to discuss the policies used in preventing assault against employees and even employers.

Both employers and employees need to work together to achieve the desired goals. However, some employers make life hard for employees and still expect them to perform as expected. This means that the employers misuse the power they have over their employees by sexually and/or physically assaulting them. Such a working relationship is unhealthy and can lead to several crises. Hence, for both employees and employers to feel comfortable while working, there need to be policies that point outs each right of the employees and employers (Rogers, 2016).

First, the employees should acknowledge and understand their responsibilities in the workplace; this would enable them to strategize themselves and know what they are supposed to do. Secondly, employers should understand their roles and responsibilities in the workplace. Employers are supposed to be supervisors, guides and coaches of the employees, not misusers and abusers. Thirdly, both employees and employers should understand, respect, and practice their workplace rights. These rights help both employees and employers to know how they should be treated and addressed in a particular situation (Bose & Biswas, 2018). Therefore when these rights are understood, then the relationship between employers and employees would be good, and there would be rare or no cases of assault in the organization.

² References

Bose, I., & Biswas, S. B. (2018). International Employment Laws, Standards, Recommendations

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¹
Rogers, B. (2016). Employment rights in the platform economy: Getting back to basics. *Harv. L.*

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