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*by* Hh Jj

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**Response 1**

From your paper, it is clear that homelessness affects many Americans. You have also talked about the numerous laws enacted and endorsed to deal with the issue. However, you have failed to mention some of the specific laws that affect the homeless. Another issue I would like to point out is that you should avoid using initials when a reader cannot grasp the meaning. For instance, you have talked of HUD, which is unclear, but ARPA is clear because you have described it fully. Even so, I must commend you for offering some statistics in your discussion, which is backed by citation. In the ethical and cultural perspective section, you have indicated that you will use some articles in your discussion to shed light on the challenges faced by the homeless. You could have mentioned some of the challenges, even in bullet form, to give the reader an overview of what to expect from the discussion. In addition to that, you have already adopted a controversial position by stating that homelessness is a failure of society and not the homeless, which is not entirely true. In my view, homelessness is a complicated matter that can only be addressed when all parties are involved, and no one is to blame for the problem.

**Response 2**

I agree with your argument that workplace bullying is a vice that stakeholders must address. However, I must also point out that workplace bullying affects the victim and the culprit. Many countries have taken the issue seriously and have enacted laws that protect vulnerable employees against workplace bullying. However, in my opinion, the laws are not enough. Employers have a role in ensuring that employees, especially the most vulnerable, feel safe in their work environment. In addition to that, I feel workplace bullying is ambiguous and should be clearly defined. That explains why many employees who experience bullying fear reporting because they do not comprehend what act constitutes bullying. Laws and policies are

not enough in dealing with the menace. Employers must train employees on the relevant laws to enable them to understand what constitutes the vice. In addition to that, there must be goodwill to deal with workplace bullying. Laws can be enacted, policies can be adopted, but if these guidelines are not implemented correctly, workplace bullying will continue happening, especially in a dynamic society where employees come from different ethnicities.

About the challenges faced in conducting research, working with the librarian can help identify some of the material that can be useful during research. Their work involves helping you identify relevant information that can help your research. Never underestimate their knowledge and understanding of academic materials.

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