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Assignment Title: Open Book Assignment

- As an employee, if you are trying to take up your statutory rights at workplace and your employer treats you unfairly for this, what should you do? Explain with an example.

Discrimination was present among us with our appearance and can be explained as an inequality between people. When one disproportion benefits one person, while another disadvantages it, we could agree that it is an unequal and distinguished treatment.

For a start, when you get hired for a new job, as a team-leader you can easily get through the steps involved, you have the right skills and experience, the right resume, the interview is past, the job is yours. When it comes time to show up for your first day at job it involves having subordinates, as well as being someone else's employee. At most jobs everyone needs tolerance and teamwork to accomplish the tasks at hand. Everything is going well for a period of a few months, you have joined the team, you are coping with the 8 hours of work. However, the Easter holidays are approaching, and all the departments are busy with orders, in a week you need a holiday to solve your urgent personal problems, at which the manager informs you that if you leave during this busy period, you risk losing your job and they won't pay for your accrued vacation days. The manager suddenly changed his attitude towards you and loaded your schedule for the whole day. The next day all the teammates knew about the little conflict and avoided you.

As human beings we each have rights and obligations, no one and nothing can harm us directly or indirectly. However, nowadays it is impossible without conflicts, especially at work. Once we must work together, we need to know how to protect ourselves from any wrongdoing. This time of behavior towards the employee is described as treated unfairly for specific reasons, mobbing and even moral harassment. Moral harassment is characterized by practices that involve the marginalization of any kind of an employee, having lasting effects on his psyche, and the example above serves as a description of the definition. The first step to solve this problem is awareness then the law. Therefore, before applying for a new job, every employee must know how to report such abuse or injustice, both ways, written and spoken form. If the desired measures are not taken, and both parties are still dissatisfied, or only one part, the problem will have to move on, to the specific organizations.