Workplace Policies and Regulatory Issues

[Name of the Writer]

[Name of the Institution]

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**Introduction**

Workplace policies are the regulatory measures that are in implemented in order to maintain a balanced and healthy environment at the workplace. These policies are devised so that every worker feels comfortable and gives out his or her best with respect to his job (Gobind et al., 2014). These policies may be job-related, that may concern a specific job, or maybe general, concerning the overall organization.

One of the major issues that is a widespread evil in our society nowadays is harassment. This issue has affected the gatherings everywhere, whether it is an educational institute, an office or even a social gathering. Employers work regularly on developing and updating the policies regarding harassment from time to time, considering the nature of the issues and the changing environment of the workplace. Our organization, JS Technologies, also needs to develop and maintain some policies regarding the harassment issues at workplace and how to prevent them.

**Description**

Harassment is a common issue in the society nowadays, and sadly, our industrial and professional organizations are also not safe from it. It is a shocking truth that a large number of working people claim that they have faced workplace harassment one or more than once in their career (Anagha, 2016). There are specific other terms used for the workplace harassment like "workplace bullying," "workplace abuse" "workplace mistreatment," "workplace aggression" and “mobbing” but all point towards the same behavior and attitude. Workplace harassment may be of two types:

1. Physical
2. Emotional

Being a growing and developing organization, JS Technologies heavily needs to devise policies regarding both the types of harassment so that its employees can feel safe and concentrate on their work. These policies are also very much needed as JS Technologies as we are an equal opportunity employer. JS Technologies welcomes people from all the nationalities, religions, cultures, races, castes, creeds, age and genders to come and work with us and we do not want that our employees feel uncomfortable regarding any hurting comment or action and work comfortably focusing on the job.

Organizations are practicing multiple types of practices in their respective areas to curb and control harassment issues. Every organization has developed certain policies or set of policies in order to handle the cases of harassment (Fusilier, & Penrod, 2015). JS Technologies can also develop certain rules and regulations to tackle the issues regarding harassment issues whether they are related to physical harassment or emotional harassment. These policies can be as follows:

1. There should be a proper inquiry by a committee if any case of harassment is reported
2. The committee should thoroughly go through all the evidence and the related material which can support the claim.
3. The person convicted of conducting physical or sexual harassment should be immediately suspended from their job, no matter how important the position he or she is holding.
4. If the convicted person is found guilty of conducting the harassment, he or she should be immediately terminated from the company.
5. In addition to termination, the defendant is entirely autonomous to take legal action, if they want to.
6. In case of an incident of emotional harassment, the offender should be given a strict warning and if they repeat the same behavior, should be suspended for some days.

These policies should be explicitly mentioned in the employee manual in details and every new employee, at the time of induction, should be made to read it carefully and sign. The frequent changes and updates should be displayed on the notice board as well so that the employees can remain updated about them. It would help significantly in the implementation of the new policies and help them HR to easily convey them to the employees (Raju, & Ravi, 2015).

The US constitution also takes the harassment at the workplace as a serious offense, and Title VII of the Civil Rights Act of 1964 prohibits the citizens from indulging in any such activity.

**Conclusion**

Hence, It can be concluded that laws and regulations regarding workplace harassments so that JS Technologies can maintain and healthy and peaceful working environment.

**References**

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