Institution

Student’s name

Course

Date

**Individual Liability**

Individual liabilities refer to cases where a person is held responsible for a certain crime or damage. This means that the person being accused had the chances to prevent various damages from happening, and failure to prevent it makes the accused liable (Hayes, et al 2018). In an example of a court case, two supervisors were asked to pay four hundred and fifty thousand dollars as part of twelve million dollars which was given to the employee who was fired. The jury realized that the complainer was discharged after violating Family and Medical Leave Act (FMLA) rights. It was also identified that the supervisors had intentions of discharging the employee and they came up with statements to support his firing.

Some of the elements of individual liability that can be drawn from this case include damages. This seen when the employee loses the job due to a form of discrimination that is being practiced within the working environment. Another element is civil lawsuits. This is when is evident when the fired employee brings the case to the court blaming the supervisors as the people who contribute to him being fired. For this reason, the jury had to make a favorable decision after listening to both sides of the story.

We also have decisions that are later made. In this case, the supervisors are charged $450,000 each which is then given to the fired employee as compensation. This is simply because they failed to participate in their role accordingly and used their position to humiliate the employee. The employee is also awarded twelve million dollars (Hayes et al 2018). In general, personal liabilities are usually cases that could be prevented if only the accused could play their roles well by doing what is expected of them. In either case, those who are liable have to pay the cost as a way of covering up the damaged caused either to the company or the specific individuals

References

Hayes, J., Wong, J., Scott-Young, C., & Maslen, S. (2018). The impact of personal liability concerns on incident reporting in engineered systems. In *Safety and Reliability–Safe Societies in a Changing World* (pp. 143-150). CRC Press.

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