



Employee Rights

An employee right can be any right, moral or legal, that involves the status of being an employee. They involve some professional rights also, such as the right to be paid according to the salary mentioned in one's contract. Privacy and equal opportunity can be considered essential rights too.

Privacy

The right to privacy refers to the right of having a private life, off the job. It is the right to control the access to and the use of information about oneself.

The examples of situations where the functions of employers conflict the rights of employees will be when the job-related queries or any other tests conducted in a job, includes questions relating to personal life such as alcohol usage or sexual conduct. The instances when a supervisor unlocks and checks the desk of his subordinate in his absence or when the management questions about his likes, dislikes or posts on social media regarding his personal opinions where it has nothing to do with the company.

Employers should view the relationship with their employees concerning confidentiality that cannot break the trust. The personal information in such cases is given based on the special professional relation and trust.

Equal Opportunity – Non-discrimination

The demeaning of a person based on trivial factors such as one's sex, race, skin color, age or political or religious outlook can be understood as Discrimination. Such a discrimination should never be allowed at any workplace; this is where everyone has to be treated equally. These things internally affect the person's self-identity and self-respect which is pernicious within the work environment, where the work itself should represent a person's self-image.

According to the **Civil Rights Act of 1964**, "It shall be unlawful employment practice for an employer to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex or national origin".

Equal Opportunity – Sexual Harassment

In today's world, there is an increase in the number of sexual harassment cases across the world. This is quite an unfortunate scenario. There were a number of cases where the charges were levied since last two decades, which kept on growing. A definition of **Sexual harassment** is, "The unwanted imposition of sexual requirements in the context of a relationship of unequal power". Sexual harassment is a display of power and



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aggression through sexual means. It takes two forms, quid pro quo and hostile work environment.

Quid Pro Quo includes cases where supervisors require sexual favors as a condition for some employment benefit (a job, promotion or raise). It can take the form of a sexual threat (of harm) or sexual offer (of a benefit in return for a benefit). **Hostile work Environment** by contrast, is any sexually oriented aspect of the workplace that threatens employee's rights to equal opportunity. It includes unwanted sexual proposals, lewd remarks, sexual leering, posting nude photos and inappropriate physical contact.

Equal opportunity – Affirmative Action

Affirmative action refers to the preference given to a person or a group who was denied equal importance in the past. For example, the women and the minority communities were not given equal treatment and were ill-treated in the past. So to compensate that, amendments were made in recent laws to provide them special quota for reservations in education, employment and social sectors.

These preferential treatments are made in order to compensate the previous ill-actions. Ideally such compensation should be given to those specific individuals who in the past were denied jobs. But the practical possibilities of such actions are limited. Sexism and racism still permeate in our society and to counterbalance their insidious impact reverse preferential treatment is warranted in order to ensure equal opportunity for minorities and women.