

# How an Employer's action can go wrong?

## CASE STUDY

This case study is an important reminder of how quickly and easily a misunderstanding can escalate into a serious situation. In this case, a male employee sent a marriage proposal to a female coworker (through social media message), believing her actions are more than a friendship. However, the coworker was offended and reported him to human resources. The company terminated the employee's employment agreement by forcing him to resign. (Actually Employer asked the Employee to submit his resignation, stating personal reasons, and ask for immediate relieving). Employer did this without conducting an investigation or providing an opportunity for the employee to defend himself.

As a result of this action, the employee was blacklisted and experienced significant difficulty securing subsequent employment. (A Negative Feedback was given, though the separation was a resignation for personal reasons). Aggrieved with this negative report, he went to the labour court for a proof of such negativity during employment with them.

It is, of course, inappropriate to propose marriage to a coworker unless there is certainty of interest. However, it is equally important to recognize that individuals interpret words and actions differently. What one person may perceive as harmless flirtation may be interpreted by another as harassment.

This case serves as a cautionary tale emphasizing the importance of clarity and respect in all communications, particularly in the workplace. We must be cognizant of cultural differences and the potential for misinterpreting words and actions.

In addition, it is essential to follow established procedures when an incident occurs. The company should have conducted an investigation and allowed the employee an opportunity to present his perspective. Terminating the employee's employment without due process was both unfair and potentially exposes the company to legal action.

**Ensure A Respectful & Safe Workplace. In such case,  
Zero Tolerance means anything  
Less than Zero**

**HR Vidyalaya - The POSH Specialist**



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