

Hostile Work Environment

Dealing With a Hostile Work Environment

If you can't perform your duties or fear going to work because of offensive or intimidating behavior on the part of your boss, co-workers or supervisors that means that you're working in a hostile work environment. Hostile work environment usually results from discriminatory harassment based on sex, race, religious/political beliefs, ethnic origin, age, sexual orientation, etc.

Intimidating or hostile behavior may take various forms. Your boss or manager may try and force you to quit because you have reported safety violations or any other on-the-job problem. They may reduce your pay, change your working schedule so that it's completely unacceptable for you or act in a number of other offensive ways. All this leads to a hostile work environment. Creating a hostile work environment is prohibited under a number of Federal discrimination laws such as Title VII of the Civil Rights Act of 1964, Age Discrimination in Employment Act of 1967 and Americans Disabilities Act of 1990. Most states also have equivalent laws which may provide for even better protection from a hostile work environment.

Once you've found yourself working in a hostile work environment you need to take immediate action to safeguard yourself. The way you act will depend on the degree of hostility that you're faced with. If you feel that the hostile behavior of your co-workers or managers puts you at physical risk your most adequate step will be leaving work and reporting the case to the police. However, more often such radical actions are not needed. It's critical that you respond to the very first instance of inappropriate behavior in the workplace. If someone makes a racist remark or tells an insulting joke you should let them know that such behavior is not welcome and will not be tolerated. If oral demand doesn't help, file a complaint to the company's management. If the company has a policy manual or a handbook that explains the necessary steps, follow those steps.

The majority of companies have acting polices targeted at preventing and stopping hostile conduct at work. If the management fails to resolve the conflict you should report the hostile work environment to the Equal Employment Opportunity Commission (E.E.O.C.) through an attorney, or file a civil lawsuit against the company. Before filing an EEOC charge or lawsuit, it is important to consider the chances that you will win the case. Beware that the EEOC or the court will consider your own behavior as well as that of the harasser. You may consider the option of hiring a lawyer specializing in such kind of lawsuits, who will investigate your case and evaluate your chances. Having an experienced lawyer represent your interests in court is a great advantage to have.

A bully in the workplace should not be the reason to leave your job. If you love your job, then hold on to it. You should be able to deal with hostile work environment and protect your rights with the assistance of our firm.

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Best New York Lawyer for Workplace Harassment and Discrimination

If you believe that you were turned down for a job for which you were well qualified because of your race, sex, or a similar reason, look to Employment Lawyer New York to supply you with a NYC Workplace Discrimination Lawyer or a New York Workplace Harassment Lawyer; our NY Long Island Hostile Work Environment Lawyers are the most qualified and professional attorneys in the country.

Our New York hostile work environment lawyers are well versed in the Equal Employment Opportunity Commission, or EEOC, which is a federal agency whose mission is to end employment discrimination. The Equal Employment Opportunity Commission and our New York hostile work environment lawyers work together to protect your employee rights. Every employee has certain non-negotiable civil rights, and if you believe your employer has violated your rights by engaging in workplace bullying or some similar form of workplace harassment, you can do something about it by contacting Employment Lawyer New York today.

Civil Rights, EEOC, Workplace Bullying and Employee Rights

Both employment and termination should be based on qualifications, skills, and experience, but this is rarely the case. Often employees lay off or fire employees for discriminatory reasons. For example, maybe you did not get the promotion you deserved because of your religious beliefs, your ethnic background, or your age. All of these examples of workplace discrimination lead to tension and hostility in the workplace. Intimidating or hostile behavior may take various forms. Your boss or manager may try and force you to quit because you have reported safety violations or any other on-the-job problem. Your employer may reduce your pay, change your working schedule so that it's completely unacceptable for you, or act in a number of other offensive ways. All this leads to a hostile work environment. Creating a hostile work environment is illegal.

Employment Lawyer New York has attorneys serving Manhattan, New York City, Nassau County NY, Suffolk County NY, Carle Place NY, Brooklyn, the Bronx, Queens, and Staten Island. Find a New York Employment Discrimination Lawyer -- our NY Long Island Hostile Work Environment Lawyers are top notch and if you can enlist the aid of a New York Workplace Harassment Lawyer or a NYC Workplace Discrimination Lawyer, your civil rights will be successfully defended.