

Across

4. The party who the claim is made against in an Employment Tribunal. This will normally be the employer,
7. A situation where an employee is treated so badly in the workplace that they are left with no choice but to resign.
14. A form of discrimination where an employee suffers a detriment because they have raised a discrimination complaint themselves or have supported another individual with their complaint.
15. The situation where an employee loses their job due to certain factors such as the level of work available, or for a reason not related to them.

Down

1. Unwanted behaviour of a discriminatory nature (see Discrimination definition above) that an individual finds offensive and has the purpose or effect of making them feel intimidated/ humiliated or violating their dignity.
2. A clause in an employment contract that sets limits on what the employee can do. Usually these will prohibit an employee from competing with their former employer for a set period of time after leaving the business.
3. A type of court that will hear most claims from employees such as discrimination or unfair dismissal.
5. The act of informing on a company or an individual who is acting unlawfully.
6. A formal meeting that is arranged by an employer to address any conduct issues they have with an employee.
7. A legally binding agreement between an employer and an employee.
8. An agreement where an employee can settle claims against their employer, usually in return for a payment. Common examples of when these would occur are when an Employment Tribunal claim has been started or when an employee is leaving a business.
9. An action by an employee that is so serious it terminates their employment contract and no notice is required to be given or paid.
10. When an employee is treated unfairly on grounds such as sex, race, disability, or age.
11. Any concern or complaint raised by an employee.
12. The individual bringing a claim to an Employment Tribunal.
13. When a notice has been given to terminate an employment contract, and the employee is required to remain employed, but not required to perform their usual duties.

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