Veronica Rangel

Case Study CASE 56: WEEKEND RACIST

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From the information provided in the case study, do you think that Carl's employment should be terminated? Explain and support the reasons for your answer.

In states that recognize employment at will, an employee may be fired for any reason, at any time, with or without cause. Employers do not even have to give a reason for why the employee is terminated from his or her job. Now having what happened to Angie almost deleted the e-mail. As she stated that she was wondering why the spam filter hadn’t caught this one since the subject line read and it had alert Carl is a Racist But then she noticed the e-mail came from another agency employee. Also, among Angie’s many other duties; she supervised the mail room and the postal clerk there. (Sharp 118-119) Lisa just stated that Carl should just watch out for any racist. I think you should always keep your comments to yourself no matter what it is. Other people will take differently. That is why you should be very carefule on what you are saying to one another.

Do you believe that what a public employee does in their free time should be of concern to the public agency where they work?

When a public employee speaks about an important issue unrelated to the job, he or she should retain the same constitutional protections afforded the average citizen. As Justice Brennan once stated: “The constitutionally protected right to speak out on governmental affairs would be meaningless if it did not extend to statements expressing criticism of governmental officials.”103 As they stated in regards to uniquely situate to speak out on important issues of which the average citizen is unaware. The employee have every right to do whatever they like on their free time for the simple reason that when it’s call free time you are entitle to do whatever you choose to.

How does the type of position or the status of the employee and the activity they are involved in influence your thinking?

Reading the case study and the overview the situation for what had happened made me think that you just have be very careful with what you say to an employee so on and so forth. People react very differently in regards to different situations.

For example, if Carl were a police officer, would you think differently? Explain.

If Carl were a police officer I would take the approach a little different only because you trust them, and they are the law.

If you were Angie, how do you think you would handle this situation?

If I was in the situation of Angie I would let the manager know about the situation that we have received an alert email. What should I do? I wouldn’t touch or delete anything without the manager approval.