

Summary of Workplace HR Violations

Uber's Workplace Misconduct Scandal (2017)

In 2017, Uber, a popular ride-sharing company, faced serious problems when a former employee revealed that she and other women experienced sexual harassment and discrimination at work. When they reported these issues, the HR department did nothing to help and even protected those responsible. This led to a big investigation, and many employees, including top managers, were fired. The company's CEO also resigned because of the scandal. This case showed how important it is for companies to listen to employees and create a safe work environment.

TCS Gender Discrimination Case (2015)

In 2015, Tata Consultancy Services (TCS), a major IT company in India, was accused of unfairly laying off female employees, especially those who had taken maternity leave or had family responsibilities. A former employee filed a lawsuit claiming that TCS was discriminating against women in middle and senior positions. While TCS denied the allegations, the case highlighted the challenges women face in balancing work and family life, and the need for companies to ensure fair treatment of all employees, regardless of gender.