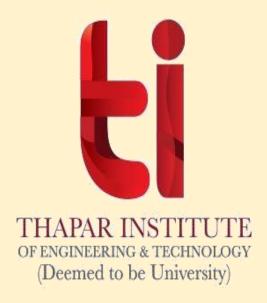
Thapar Institute of Engineering and Technology



COMPILER CONSTRUCTION (UHU005)

EVALUATIVE CASE STUDY

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Q1. Can Helen terminate Mary without running into legal problems?

Mary had a disparity in her behaviour sample which pointed that both she turned into in have an effect on of medication or alcohol. However, Helen turned into now no longer certain whether or not it turned into alcohol, pills or mixture of each which turned into the foundation of her hassle. If Mary's hassle is solely because of unlawful drug use, then she won't be capable of have any safety beneath the regulation and accordingly will be terminated with minimum concern. Mary turned into a completely realistic and excellent worker till recently, while matters went incorrect for her. If her hassle is alcohol based, then there will be a few ramifications to firing her as its miles blanketed beneath the regulation wherein, they can't be discriminated towards so long as they're appearing their task appropriately and effectively.

Q2. What should Helen do now regarding the Employee assistance program? Simulate how you would make a referral to the EAP if you were Helen?

Helen can to begin with accumulate all records approximately Mary like how is she behaving with different humans, having a terrible overall performance in paintings. As she is not able to manage up with humans round her so it's miles tough that she can be able to paintings with humans in different department. so, it might not be viable to switch her and best choice is Employee Assistance Program and EAP could assist Mary to grow to be how she became in her preceding times. So, Mary can be given an afternoon or off from her paintings to suppose what she could do both agree to fulfil requirements of task in which she has to take part in EAP in any other case she should renounce herself from the task and ought to also be clean that if Mary could violate once more in phrases of trendy then she can be terminated.

Q3. Should Helen have acted sooner. If so, how?

Yes, Helen became ignoring clean symptoms and symptoms of something severe considering a surprising decline in overall performance isn't casual. Mary became a definitely properly worker because of this that she's tough operating and handiest warnings don't suffice on this scenario. She must have referred Mary to EAP sooner.