

Thapar Institute of Engineering and Technology



THAPAR INSTITUTE
OF ENGINEERING & TECHNOLOGY
(Deemed to be University)

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.