

Subject card

Subject name and code	Crossing boundaries: mobbing and discrimination in the workplace - legal and practical solutions - lecture, PG_00149376						
Field of study	Administration						
Date of commencement of studies	October 2024	Academic year of realisation of subject			2024/2025		
Education level	Master's studies	Subject group			Optional subject group		
Mode of study	full-time studies	Mode of delivery			at the university		
Year of study	1	Language of instruction			Polish		
Semester of study	2	ECTS credits			2.0		
Learning profile	academic	Assessment form			credit		
Conducting unit	Department of Labour Law -> Faculty of Law and Administration -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		prof. dr hab. Monika Tomaszewska				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	30.0	0.0	0.0	0.0	0.0	30
	E-learning hours included: 0.0						
	eNauczanie source address: https://euczelnia.ug.edu.pl/auth/app/learning-programme/						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	Number of study hours	30		0.0		20.0	50
Subject objectives	To provide students with theoretical and practical knowledge on workplace bullying and discrimination, particularly in the context of Polish labour law and national prevention procedures. The aim is to develop skills to identify violations, distinguish legal grounds for claims, and apply practical legal protection tools.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ADMINMU2_WK01] He/she knows and understands the most important dilemmas brought about by the development of civilization within the legal and administrative sciences	knows and understands the most important dilemmas related to counteracting mobbing and discrimination in the workplace, and can indicate their consequences in administrative practice	[SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report
	[ADMINMU2_KK02] He/she critically assesses his/her knowledge in the field of law, including administrative law	critically evaluates his/her knowledge of labour law in the area of mobbing and discrimination, and can use it in practice	[SK1] oral statement/conversation/ discussion [SK6] demonstration of practical skills
	[ADMINMU2_UW03] The graduate can use complex theoretical approaches to analyze, interpret and plan administrative action strategies; he/she can generate solutions to specific problems related to administration, forecast the course of their solution and predict the effects of planned activities	can analyse and interpret regulations concerning counteracting mobbing and discrimination, and propose appropriate actions	[SU1] oral statement/conversation/ discussion [SU6] demonstration of practical skills
	[ADMINMU2_WG02] He/she has in-depth knowledge of the subject of regulation of individual branches of law	has in-depth knowledge of legal regulations counteracting mobbing and discrimination in labour law	[SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report
[ADMINMU2_UU01] He/she has deeper awareness of the level of own knowledge and skills, and understands the need for lifelong learning and is able to plan and implement it	can independently assess the level of his/her knowledge of labor law regarding mobbing and discrimination	[SU1] oral statement/conversation/ discussion [SU6] demonstration of practical skills	
Subject contents	Definitions of workplace bullying and discrimination under Polish labour law Legal framework for the protection of employees Internal procedures and the employers role Proceedings before the labour court Evidence and the burden of proof Case studies and analysis of case law		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
		51.0%	100.0%
Recommended reading	Basic literature	K.W. Baran (ed.), Labour Code. Commentary (selected chapters), Wolters Kluwer, 2025 - M. Tomaszewska [w:] Kodeks pracy. Komentarz. Tom II. Art. 94304(5), wyd. VII, red. K. W. Baran, Warszawa 2025, art. 94(3). Supreme Court rulings on bullying and discrimination cases (selection) Reports of the National Labour Inspectorate and the Ombudsman on preventing bullying and discrimination Letter of 23 September 2010, issued by: Ministry of Family, Labour and Social Policy, SPS-023-17387/10, Mobbing in the workplace, www.sejm.gov.pl. https://www.pip.gov.pl https://bip.brpo.gov.pl	
	Supplementary literature	Materials provided during classes	
	eResources addresses		
Example issues/ example questions/ tasks being completed	<ul style="list-style-type: none"> - Definition and elements of bullying under the Labour Code - Differences between bullying and discrimination - Internal procedures for preventing bullying - Employer's obligations and employee's rights - Evidence in bullying and discrimination cases - Analysis of a selected Supreme Court judgment 		
Work placement	Not applicable		

Document generated electronically. Does not require a seal or signature.