

## **Topic 02: HR DISPUTES**

### **1. Text reading:**

Legal HR disputes can arise from a myriad of situations within the workplace, often stemming from disagreements, breaches of employment contracts, or violations of labor laws. On-compete agreements, or confidentiality agreements. Disputes over severance packages, employee benefits, or workplace accommodations for disabilities can also lead to legal action. These disputes can be complex and emotionally charged, requiring careful navigation and resolution to maintain the integrity of both the organization and the rights of the employees involved.

### **2. Definitions:**

**confidentiality agreements:** a confidentiality agreement, or non-disclosure agreement, is a legal contract that ensures sensitive information shared between parties remains confidential and is not disclosed to third parties. It protects proprietary information, trade secrets, or other valuable data from unauthorized use or disclosure.

**On-compete agreements:** a non-compete agreement is a contract where one party agrees not to compete against another party in a similar business for a set period in a defined area after leaving employment or partnership.

### **3. translation:**

**confidentiality agreement:** اتفاقية التكم

**On-compete agreement:** اتفاقية عدم المنافسة

**violations of labor laws:** انتهاك قوانين العمل

**third parties:** الغير (يقصد بذلك شخص خارج علاقة العقد الأصلي)

**partnership:** الشراكة

**unauthorized use:** الاستخدام غير المصرح به