

Anti-discrimination act



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VII otherwise known as the Anti-Discrimination Act is currently the most valuable tool to combat today's discrimination of employees in the work environment. For several centuries, this imperialistic attitude bordering on cruelty has been the biggest problem besieging the country. History relates how colored people are avoided like the plague. Women are treated as second-rate citizens. Religious and cultural practices are being laughed and shunned. Our journey towards economic stability and social awareness opened our consciousness that we need to interact with others in order to grow. The dream of peace and prosperity is only imaginary if we do not acknowledge each other's identity.

We share different cultures and beliefs inherited from our forefathers. It is one's sovereign right to gain entry to a job of choice that he has been prepared for. Title VII allows every man to share equal rights in the workplace by prohibiting racial discrimination of workers. Gone are the days when colored workers are separated from the whites. Asians and Mexicans are no longer restricted to work anywhere they like. Everyone is given the opportunity to exercise one's profession or training despite his racial origin. Title VII creates inter-dependence among men of different cultural backgrounds to share their expertise in the workplace thereby affording the country a stable economic stature.

Employers can not also restrict the allowance of an employee's right to practice his belief. Religion bequeaths to man, a sense of right and wrong; which for centuries has been passed from one generation to another. Title VII recognizes the importance of religion in man's existence thus; employers are

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expected to extend willful allowance of an employee's observance of faith within reasonable accommodation. An employer can not fire a worker, because his prayer offends him or his religion is too eccentric. If his faith does not affect his work performance and quality, he is given the freedom to choose his religious affinity. Seventh Day Adventists who attend Sabbath on Saturdays can apply for consideration by citing Title VII. Religious Muslim prayers are given proper schedule. As man is afforded this kind of freedom, he learns to value his work and the management that respects his rights, thus the chance for man to grow mentally and emotionally is highly seen. Another common management fault of discrimination can be disguised thru disparate attempts. Some employers, in the effort to exclude a certain group or race disguised this by imposing certain ridiculous requirements that create an adverse impact over a certain protected group. This exclusion is seen as a veiled effort but is still considered within the bounds of discrimination. The workplace can not be used as a medium for the exercise of inequality. An employer can still be held liable to suffer consequences for his errant behavior.

Gender Discrimination limits the right of a woman to practice her knowledge and skills by virtue of her sexual classification as the weaker sex. To discriminate a person by virtue of her sex is tantamount as an insult to her person. It is a woman's civil right to a career of her own choice and to earn for herself and her family just like any man. With the advent of this law, we can now see a lot of women who excel in their chosen fields. The workplace is no longer a man's place like the army, where women are now allowed to gain entry.

Presentation

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Title VII has categorized racial, religious and gender forms of discrimination and can be disguised to create a disparate impact with the aim to exclude a specific protected group from equal job opportunities. Our society in its clamor for freedom created an awareness of equal opportunity among persons in the workplace. It is a worker's performance that gets a job done, his cultural, religious or gender background has nothing to do with his quality of work. In fact, the sense of acceptance in the workplace allows him the confidence to grow mentally and emotionally.

Women who have been subjected to the severest forms of mistreatment at work are allowed the chance to excel with Title VII. The chance to show their worth as mothers and wives at home and counterpart workers at the workplace allows women to show their skills and talents without fear of repercussions. Man and woman alike are created equal; we carry the same amount of blood in our veins, the same number of bones in our bodies.

Should women be regarded as the weaker sex because women carry men as babies in their bellies Should women suffer ridicule because she gave man the chance to survive at birth

Certainly, the workplace is a better place with a woman's touch around. If we wish for our country to continue its course and journey, let us be aware that people migrated to this country as the land of promise for the free and equal".