

Give an example of a law that you think attempts to reflect an ethical value

Law



Law and Ethics Law and Ethics Although there is a close relation between legal principles and ethical values, ethical obligations also demand a degree of significance equal to legal duties and entail, for example, employment law, codes of ethics and federal regulations. From that perspective, this paper will give an example of a law that reflects an ethical value and one that is neutral and explain why is either appropriate or not. The Americans With Disabilities Act (1990) is an example of a law that appropriately attempts to reflect an ethical value. Basically, it provides that no qualified individual shall be discriminated against during job application, recruitment or compensation basing on their disability (Lopez, 2015). Typically, it reflects an ethical value because it protects employees against unethical behavior in the working environment especially in situations where a disability will not hinder the performance of a job and hence, is appropriate. It will compel managers to consider not only legal aspects but also what they, the society and employees consider to be ethical. On the other hand, the Fair Minimum Wage Act (2007) emphasizes on legalities but does not reflect ethical values. For example, it has not compelled Nike to stop paying substandard wages to its foreign workers and improve their working conditions. This law is inappropriate because it assumes that so long as Nike meets the minimum wage, it is not illegal to pay low wages and in appalling working conditions. It does not consider the fact that the employer needs to provide safe and conducive working environments apart from meeting a stipulated minimum wage (Lopez, 2015).

References

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Lopez, R. (2015). Minimum wage and overtime. Hawaii: Hawaii Department of Labor and Industrial Relations.