

Business ethics opinion paper

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no. Business Ethics opinion: Job Discrimination In the current world, I agree that we have huge steps in curbing discrimination of any nature due to the struggle people had in the past on discrimination based on religion, color, national origin and even sex. The law provides for the protection of both women and men who perform extensively equal work in the same organization from sex-based wages. Focusing on the Act of age discrimination at workplace, I am of the opinion that people should not be discriminated on their age as long as they meet the conditions of the right working age especially for those who are forty years and above (Roth 46). It is against the law for an employer to discriminate against people on other factor other than disqualification especially those with disabilities. I agree that discrimination can both be institutional or at individual level.

I believe that people can discriminate by stereotyping or on personal prejudice. I understand that other people can unconsciously or thoughtlessly discriminate at workplace while trying to accept the traditions, norms or stereotypes. For instance, an employer can look at women and assume that they should be at home taking care of their families and become biased in making decisions on hiring women to the workplace. Focusing on this example, I suggest that organizations should provide materials and training to avert such situations by condemning actions of stereotyping in the workplace since both men and women have the same opportunity and knowledge of taking up responsibility in any company (Roth 46). Sometimes institutions can intentionally and explicitly discriminate against certain groups.

On institutional-based discrimination, I strongly believe stern and severe action should be taken to mitigate discrimination to provide examples and

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curb against discrimination. I strongly disregard institutions that when hiring disrespect people like older employees, marginalized tribes, other sexes or the young in the society. For instance, where a black man is forced to work in the kitchen where he cannot be seen by customers who are believed to be white, I strongly condemn this action since it is against the human rights of the black man. I am of the view that employers should give an opportunity to the black man to undertake responsibilities in the where the whites are working in the restaurant as long as he has the qualifications for the job (Roth 46).

My study on general statistics and evidence on occupational discrimination have proved that women worker were the most discriminated whereby they were offered wages than their counterpart men under the same job group and same organization. I have established that the law protects people in the workplace against discrimination including redundancy, recruitment, pay and benefits, training dismissal, transfer and promotion and employment conditions and terms. Focusing on disability in workers, I suggest that the employers should be reasonable enough in adjusting and helping the disabled workers in aptitude tests, application forms, discipline and grievances, dismissal, interview agreement, provide necessary equipment required by the disabled, providing equal opportunities for training and promotion and access to benefits.

I propose that every person has the responsibility to ensure no discriminatory acts should be undertaken against any given group. If discrimination occurs within the workplace, I suggest that the workers should at first talk and try to sort out problems with their employers informally. If the discrimination problem cannot be sort out informally with the

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organization`s management, employees can then seek legal action (Roth 46). I believe the struggle against discrimination is not over since even if people do not openly advocate for discrimination, they indirectly use it as a weapon against certain groups or individuals.

Works Cited

Roth, Silke. Building Movement Bridges: The Coalition of Labor Union Women. Westport, CT: Praeger, 2013. Print.