

Explain each of the following and how they relate to the employment environment: ...

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Equal Employment Opportunity, Affirmative Actions, Diversity and Sexual Harassment al Affiliation) Equal Employment Opportunity, Affirmative Actions, Diversity and Sexual Harassment

According to Purpura, Equal Employment Opportunity relates to procedures created to ensure that all the workers and candidates are dealt in the same manner without considering factors such as ethnicity, colour and gender. For example: applicants of any gender, color and culture are allowed to take an application test for a particular job (Purpura, 1984, p. 113). This activity will ensure that people are hired according to their knowledge, skills and abilities (ksas) and not hired according to their ethinc background, gender and colour.

Affirmative Action (AA) refers to discontinuation of previous biased employment procedures conducted against females, and members from minority groups. AA even refers to adopting activities such as recruiting and appraising people that belong to groups that are not represented. These procedures may be employed by the organization itself or if the organization is ordered by the court of law. These procedures may be implemented if women are not hired for a specific job vacancy.

Diversity refers to hiring people from different sex, cultures and colours. Diversity is achieved if the organization does not concentrate on hiring people from one particular race or sex. For example: in olden days males use to be employed in major positions of the organizations, now the scenario has changed and females are even a part of the major organizational positions. A diversified workforce is very helpful in decision making. People from different cultures have different perspective and when these people are hired in

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organizations, the organization is able to look at a particular problem from different point of views.

Sexual Harrassment relates to uninvited sexual approaches, requesting for sexual favoritism or any other vocal or bodily sexual behavior. In organizations females are requested for sexual favors if they want to be promoted in the organization. Such activities are disastorous for organization's enviroment as people who really deserve certain positions in the organizations may not obtain those positions and people who are not eligible might end up getting that position.

References:

1. Purpura, P. P. (1984). Security & loss prevention. Boston: Butterworth.