

# Are employees discriminated on the basis of appearance

[Science](#), [Social Science](#)



The paper "Are Employees Discriminated on the Basis of Appearance?" is a good example of a term paper on social science. Yes, the law should allow employers to discriminate employees based on their attractiveness. When people see others, they tend to create an image in their minds. Thus, the image a person creates in others when they appear attractive is not the same as when they are unattractive. In some industries, it is evident that companies within these industries will make money from the services provided by employees if at all these employees look attractive (Seaquist, 2012). And for these companies, it becomes a challenge for them to make a profit if they fail to hire people who exhibit magnetic traits. Hence, companies need to hire people whom they perceive would positively contribute most to the profitability of their business (Laham, 2015). Additionally, the world in which we live today puts a high value on attractiveness especially when it comes to product promotion. For instance, when one chooses to model as a career, then they must be sure that success is directly related to the person's attractiveness. In regard to the existing Title VII of the Human Right Act, it recognizes status such as age, color, sex, and origin but does not extend to appearance. Thus, any employer discriminating an employee based on the appearance can use certain defenses to indicate that indeed his actions have not violated Title VII law (Seaquist, 2012). The discrimination based on appearance, however, should not violate the statutes of human rights or should not apply in the cases of workers who are not unionized. Employers in for-profit making organizations have the right to create a conducive environment that will allow their businesses to make a profit (Laham, 2015). Thus, depending on the kind of

business, if it is justifiable that employees need to look attractive if the business has to excel, then be it. Such companies should be allowed to have look policies which define how employees should look while in their workplaces.