

Just the facts essay

[Law](#), [Criminal Justice](#)



The case by Sharon Taxman laid inherent flaws, racism and falsehood in the irregular implementation of the rather sensitive racial employment policies. Piscataway schools hired Miss. Taxman, a white, the same day that Miss Debra, a black was hired. Faced with massive budget setbacks, the school's board fired Taxman because of her race so as to also maintain the racial diversity that the schools had been known for. Unsatisfied, Taxman sued the school's board for apparently violating her rights.

The step taken by the schools in dismissing Miss Taxman was highly uncalled for since both teachers had equal qualifications and seniority. Effective measures in accordance with the laid down regulations were to be effectively applied. It is notable the Supreme Court's decision to rule in favour of Miss Taxman was a hallmark in setting a binding precedent that was against the use of race in the hiring, as well as, firing of various staffs in organisations. It was thus a significant ruling that went down the history of the United States for upholding the civil rights of all races against any form of discrimination. In making the decision regarding the case, Taxman v. Board of Education, no better ruling would have been made than what was reached at. It is because the ruling made several considerations such as the legality of the board's conduct based on the American Constitution. Through the case, significant amendments that promote equality for all Americans were also resolved making it an all-important affair.

The court came to the decision that indeed the rights of Miss Taxman had been violated. It was for the reason that any employer whatsoever ought not to make a decision on his employee based on the race of the one associated. The decision by the courts was deserved since the affirmative action by

Piscataway schools' board was unlawful as it did not satisfy the constitutional requirements given the vivid anti- discriminatory provisions of Title VII that provided a remedy with an actionable plan. (Irons, 1994, p. 54)

References

Irons, P. (1994). *Taxman v. Board of Education of the Township of Piscataway*. New York: Knopf.

Roger L. (2012). *Justice in action*. [s. l.]: California. Broadman & holman publish.