

Legal regulatory , and ethical issues

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Preventing Discrimination in the Workplace Preventing Discrimination in the Workplace As a leader, I know for sure that discrimination in the workplace is one of the unethical and unlawful practices that should not be entertained whatsoever. As a matter of fact, all employees should be accorded equal treatment and opportunities because they all have important contributions to make towards the success of the organization (Graham, 2008). Although this information is known by all the employers, there have been very many cases of discrimination in the workplace. This has prompted the victimized employees to seek political redress in the court of law.

One of the infamous instances I had witnessed was the discrimination of black employees by the MacDonalD Incorporation. Despite the claim that McDonald is a discrimination-free organization, its franchisee Michael Simon of West Virginia was taken to court for discriminating against its employees purely on their racial background (Loevy, 2011). It was alleged that the company had indiscriminately fired 10 black employees who had earlier been exposed to discriminatory practices such as perpetual insults and sexual harassment. Rather than hurling abusing words like ‘ bitch,’ ‘ hot Mexican’ and ‘ ghetto’ to these blacks, they were improperly touched and compelled to have sexual affairs with their white supervisors (Burstein, 2005).

This was an act of discrimination that directly violated Equal Employment Opportunity Act and Title VII of the Civil Rights Act which outlaws workplace discrimination and advocate for equal treatment of employees. In my capacity as a leader, I would like to recommend that such unfortunate incidents can be eliminated by providing legal education to all the departmental heads and informing them on the angers of such violations

(Branch, 2008). Besides, as a leader, I would act as a role model by creating a discrimination-free working environment for everyone else to emulate.

References

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