

Essay on eeo anti-discrimination as org values

[Business](#), [Management](#)



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Introduction

Operations and execution are definitely the supporting pillars of an organization, however in order to achieve flawless execution and seamless operations, it is important for every organization to build and follow certain values that not only define the ethical boundaries within which an organization works, but also creates the path to complete the mission which is set for future.

In this paper, we will look at the basics of EEO and anti-discrimination in line with organizational values and will analyze the basic understanding required for a proper management structure, moreover we will move on to our specific domain and will look at the objectives and role of Information Technology within an organization.

In order to create a healthy work environment, where all the employees get equal opportunity to add value to the organization, it is required that certain

values are followed. There are certain values which are common to all organizations and must be strictly followed, and these are Teamwork, Accountability, Respect, Integrity, Honesty, Openness, Equality and Commitment. All employees and contractors are supposed to follow the values of an organization without fail, and there must be an action and authority to assess and regulate these.[CITATION NSW11 | 1033]

EEO

The above must be ensured to implement that all employees regardless of their race, age, sex, relationship status will be treated only on the basis of their merit. And the organization must value the employees only and only according to their performance. The organization must effectively work to ensure that the work environment is free from prejudice, victimisation, sexual harassment and vilification. [CITATION Equ09 | 1033]

Anti-Discrimination

The points given below define anti-discrimination and an organization must not have any such incidences as given below:[CITATION Equ09 | 1033]

Offensive jokes on clan, sex, colour, ethnic background or disability.

One must not mention negative stereotypes for a group.

A judgement based on political or religious belief.

Selection based on clan, sex, colour, ethnic background or disability.

Workplace harassment has to be strictly prohibited as well and this involves sexual harassment, racial harassment, religious harassment, disability harassment, bullying and workplace violence.[CITATION Equ09 I 1033]

The Org System and Management

The management must ensure that all the employees are well aware of their rights and responsibilities. The employees must be recruited, trained, promoted and developed on the basis of their qualifications and merit only, and the management must be approachable at all times to listen and resolve any workplace concerns. [CITATION NSW11 I 1033]

The employees on the other hand are also expected to follow the right approach within an organization and keep their expectations according to their performance. All concerns, conflicts and grievances must be addressed through the right channel and should reach the appropriate authorities within specified time. A professional conduct at all times is desirable.

[CITATION NSW11 I 1033]

Role and responsibility of Information Technology

IT has a very big role to play in an organization and mostly remains as one of the key factors behind the success of an organization. IT is very important both inside and outside an organization, on one hand it helps to promote internal communication, promote automation and at times also develop applications depending on the industry type, IT can be anywhere responsible even up to hundred percent of operations. Moreover if we look at, from an external perspective marketing and web presence are undeniable

necessities of any organization and therefore make IT as a key factor to rely on. [CITATION Ber09 | 1033]

Conclusion

We have discussed some very important aspects of an organization, the values of an organization certainly provide the pillars of support to build a perfect infrastructure that delivers the best and therefore EEO and anti-discrimination become very important as they effectively empower all the employees to perform at their best. IT as discussed has a very important role to play and the penetration level depends basically on the industry type, of the organization.

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