

# Eeo law

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Discussion Questions Question One Citicorp violated EEOC's law prohibiting employment discrimination as per the VII for Civil Rights Act from 1964 and Equal Pay Act from 1963. Sex discrimination involves treating people less favorably due to their connection with a group or organization that is associated with individuals of a given sex. Citicorp presented that it only paid its employees through a merit basis as well as their seniority and experience (Gutman, Koppes and Vodanovich 216). Moreover, the court held that evaluations on Wilsons supervisor qualified as subjective. The firm used poor economic status as an excuse to pay Wilson less. However, testimony illustrated that other employees had huge bonuses within the recession that were even greater than the entire salary of Wilson. Employment policies or practices that are applicable to everyone irrespective of sex are illegal if they have negative impacts on other employees of a given sex.

#### Question Two

Autozone violated the EEO law prohibiting employment discrimination based on disability. Individuals are entitled to basic rights and freedoms in terms of selection and fair treatment during employment exercises. The United States government works on the policy in providing equal opportunities through the federal employment of all persons. The other goal is to prohibit discrimination across employment exercises based on religion, race, sex, color, handicap, national origin, sexual orientation, age, or parental status (Gutman, Koppes and Vodanovich 123). The policy promotes broader realization of various equal employment opportunities based on continuing affirmative programs of executive agencies and departments. The equal opportunity policy applies to all departments and is of the integral

components of personnel practice and policy aspects. Subsequent inclusions are the advancement, development, treatment, and employment of people with disability in federal government opportunities as permitted by law.

#### Works Cited

Gutman, Arthur., Koppes, Laura & Vodanovich, Stephen. EEO Law and Personnel Practices. New York: Psychology Press, 2010. Print