

A question of discrimination

Business



1. Our company is in New York We now have only about five employees and are only planning on hiring about three or four more. Is our company covered by equal rights legislation? (Hint: Does the government's Web site provide any clues?)

The Equal Employment Opportunity Commission (EEOC) is an independent regulatory body in the US which tries to enforce the law prohibiting discrimination in the workplace and any conditions of employment such as race, color, religion, sex, national origin, disability, age in hiring, promoting, firing, setting wages, testing, and apprenticeship (National Archives, 2012; US Equal Employment Opportunity Commission, 2012). In other words, the equal rights legislation covers the Federal Government's prevailing concerns in employment as emancipated by the EEOC. This in return should remind every company to abide by this rule.

2. Were we within our legal rights to ask the possibly age-related and substance abuse-related questions? Why or why not?

Based on the equal rights legislation and regulation emancipated by the EEOC, questions that at some point would lead to discrimination are strongly prohibited (National Archives, 2012; US Equal Employment Opportunity Commission, 2012). These questions are not just discriminatory at some sort, but would degrade the civil rights as everyone has the freedom to life. Acquiring a job for instance is a form of meeting this life's basic concern. Discriminatory questions during job interviews would at some point undermine this elemental human right.

3. Did Dan and Alex create a hostile environment for Ruth? Why or why not? How should we have handled this matter?

What Dan and Alex manifested that would make Ruth cringe was a violation
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to the basic human rights at work that falls under other relevant employment conditions. At some point, their actuation was a significant manifestation of a discriminatory deed, creating a hostile environment for Ruth at work. In this regard, the management should ensure emancipating core values and policies against acts that would create a hostile environment for employment.

4. What have we been doing wrong up to now with respect to EEO-related matters, and how do you suggest we rectify the situation in the future? Up to this moment, Jennifer and Mel should familiarize EEO-related matters. The reason why they could not implement the right procedure against actions that are becoming hostile to employment is due to lack of actual know-how on the EEO-related matters. Even though they might have knowledge of it, they have no confidence in implementing company policies in line with EEO-related matters. The company core values should be set and this should have its basic foundation on EEO.

References

National Archives. (2012). Teaching With Documents: The Civil Rights Act of 1964 and the Equal Employment Opportunity Commission. Retrieved from <http://www.archives.gov/education/lessons/civil-rights-act/>

US Equal Employment Opportunity Commission. (2012). What you should know? Retrieved from <http://www.eeoc.gov/>