

# Ethics

Business



Running Head: ETHICS ID Lecturer Ethics The ethical issues surrounding discrimination based on personal characteristics have more to do with a lack of coherent approach. This is because the human resources management department within the organizational domains has not been able to fulfill its role. What is even more significant is the aspect that pinpoints how ethical manifestations have been shaped up over a period of time where discrimination against men and women encompassing their personal characteristics is now a necessary ingredient of much debate within the relevant circles (Chan, Shaffer and Snape, 2004). The line between doing the job and meeting some pre-conceived notion is not only immoral but also suggests the kind of society that exists. The roles have been wrongly defined and this is the reason why many people end up being discriminated on one context or the other, not necessarily because of their own doing.

The human resource policy can address these issues by being very critical about any elements that are being seen as discriminatory. It can raise these points so that the anomalies are done away with at the earliest (Bellizzi and Hasty, 2001). More so when the organization wishes to send out advertisements, these must be checked by the relevant staff within the human resources management department to make sure that discrimination and its related nuances are not being conveyed from the realms of the organization. In essence, discrimination is a major issue that many organizations in this day and age face, and it would be significant to resolve this problem once and for all.

#### References

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