

Module five assignment



**ASSIGN
BUSTER**

Module Five Assignment Background of the Study It is considered to be the regulation of any successive government to ensure that every individual, irrespective of gender, race and disability enjoys equivalent opportunity for employment in any position of an organization. According to the ‘ Americans with Disabilities Act’ (ADA) of 1990, private as well as public organizations must avoid discriminatory practices towards the skilled individuals with disabilities in the recruitment procedures along with other terms of employment such as termination, remuneration and training among other aspects (EEOC, n. d). Thus, there prevails a requirement of maintaining fairness of opportunity and selection on the basis of educational qualification by reasonable and open competition in relation to the job criteria. The ‘ Equal Employment Opportunity Commission’ in the United States abides by the ADA while recruiting people for certain job positions. The act is meant for defending people with disabilities against discrimination (U. S. Department of Labor, n. d).

How should you proceed?

In the case of recruitment in ‘ Tumor Registry Position’, it has been identified that the disabled applicant possesses good experience on tumor registry tasks. Furthermore, the applicant is also a certified ‘ Registered Health Information Technician’ which is considered quite appropriate for the job position. However, the major disadvantage of the applicant is found to be his/her disability in certain aspects (McCuen, Sayles & Schnering, 2007). Considering the law on disability issues, the recruitment should proceed in an impartial manner. Adequate space should be provided for both disabled as well as non-disabled candidates with respect to measuring valuable skills and qualifications. Disabled individuals must be motivated in order to make

them feel that their skills are worthy. In the recruitment process, there is a need for certifying the job description and principles on which the applicants are appraised to be appropriate. If any disabled applicant satisfies the minimum requirements of the job position, he/she must be invited for the interview process (Spratt, 2008).

How would you determine who gets the position?

The decision with respect to recruiting for the position of tumor registry should be entirely based on the requirements of the job criteria rather than on the disabilities of the applicants. With regard to the tumor registrar job, it is related with the aspect of collecting and assessing information about patients' diseases and conducting investigative trials and treatments. The task of tumor registrar is to maintain information of patients who have been analyzed with malevolent tumors. The other tasks of a tumor registrar include generating reports and presentation of information comprising figures related to cancer and maintaining descriptive historical records. Thus, the tasks of tumor registrars are vital as the information produced by them are useful for recognizing the diseases as well as providing appropriate treatment to the patients. This job position requires better understanding of the medial aspects which has been satisfied by the disabled candidate. Furthermore, the tumor registrar's job position is considered as a desk-based job with minimum requirement of mobility. Hence, it also satisfies the requirements of the job position for the disabled candidate as his disability with regard to movement would not hinder the job procedures. However, a definite level of eyesight is deemed to be essential as the job entails the requirement of managing vital information of the patients. On this ground, the disabled applicant can be rejected as his problem of vision might result

in generating ineffective reports and also engages the probability of making mistakes which can negatively influence the patients' health. Thus, the position should be determined by considering all the aspects associated with the job, i. e. whether the disability would lead to an ineffective outcome in relation to the registrar's tasks or not (Spratt, 2008).

References

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