

# Technology and human resources

Business



Technology and Human Resources al Affiliation Technology and Human Resources In the given scenario, the applicant was described as a 60-year old disabled individual, confined in a wheelchair and apparently applying for a front desk position that necessitates escorting visitors to particular departments in the hospital setting. The HR laws involved in the scenario are the Americans with Disabilities Act (ADA) (U. S. EEOC, n. d.) and the Age Discrimination in Employment Act (U. S. EEOC, n. d.). These laws are applicable since the age of the applicant, at 60 is almost near retirement age and being a disabled, the anti-discrimination regulations would ensure that the applicant would be not discriminated based on age and being confined in a wheelchair.

These laws clearly stipulate that the applicant's proposal to be included among those being evaluated for placement as front desk position be justly considered without focusing on age or disability; but on similar requirements and qualifications (educational background, skills, work experiences, etc.) noted for the identified position. In no way should be employer disregard the applicant's intention to apply due to neither age nor disability. Likewise, if the position expressly require escorting visitors to identified departments within the hospital setting, the reasonable accommodation clause addresses any challenging concerns by making sure that despite being confined in a wheelchair, the applicant could, in fact, escort visitors since the hospital has been designed to ensure that " existing facilities used by employees (are) readily accessible to and usable by individuals with disabilities" (U. S. EEOC, n. d., p. 1).

Therefore, the applicant's application should be handled based on qualifications deemed essential in undertaking " the essential functions of <https://assignbuster.com/technology-and-human-resources/>

the employment position that such individual holds or desires” (U. S. EEOC, n. d., p. 1) without disregarding the application due to age nor disability.

#### References

U. S. EEOC. (n. d.). Facts About the Americans with Disabilities Act. Retrieved from <http://www.eeoc.gov/eeoc/publications/fs-ada.cfm>

U. S. EEOC. (n. d.). The Age Discrimination in Employment Act of 1967. Retrieved from <http://www.eeoc.gov/laws/statutes/adea.cfm>