

# Implementing affirmative action policies assignment

[History](#)



To: Board of Directors From: Human Resources Date: February 20, 2011

Subject: Implementing Affirmative Action Policies So it has been brought to my attention to recommend to your company's Board of directors that we should implement a plan of Affirmative Action Policies and how they are in compliance with the EEO law. What is Affirmative Action, it is a policy that goes beyond equal employment opportunity by requiring organizations to comply with the law and correct past discriminatory practices by increasing the numbers of minorities and women in specific positions (Axia Collage, 2011).

What is Equal Employment Opportunity, the treatment of individuals in all aspects of employment-hiring, promotion, training, extra in a fair and nonbiased manner (Axia Collage, 2011). We will discuss all the issues and decide whether affirmative action is a worthwhile venture, or whether other avenues would be more beneficial to our company. As Human Resource Managers (HRM), it is our job to make sure that we are following federal and Government regulations under Affirmative Action Policy and the Equal Employment Opportunity (EEO) law required.

It is our job responsibilities for helping the work force meet the equal opportunity responsibility. This can be done by making a good faith effort towards meeting the affirmative action policy and making sure the workplace that shall be free of discrimination and harassment. The aim is to hire and maintain a diverse workplace of the best-qualified candidates. The target of affirmative action is a basic one; it exists to level the playing field in the area of hiring based on qualities of race, sex or ethnicity.

The principal behind Equal Employment Opportunity is that all employees should have the same access to opportunities. Affirmative Action is one value of the federal government's power to enforce equal employment opportunity. Targeting the affirmative action policies is to uphold equality and disclose the effects of previous discrimination in hiring by reassuring targeted outreach labor to draw underutilized minorities and women.

Affirmative action has been the focus of debate for many years.

It is controversial because it has been said to be a form of reverse discrimination. Although it has both strengths and weaknesses there is a target to affirmative action. We must begin by looking at the impacts of affirmative action. The incompetency myth, does affirmative action lead to companies hiring less qualified employees, the effects on the work place as well as the effects on woman and other minorities in the work environment of which affirmative action was created to benefit.

Any company that uses affirmative action to better the lives and work environment of its employees will benefit by a more positive and productive workforce. The key is to not inadvertently discriminate non minority groups and work hard to allow an equal opportunity for all employees. This can only be achieved by implementing a series of checks and balances if you will to allow our affirmative action policies to remain uncorrupt. As a Manager, we are challenged with employee decisions: Why would you hire this candidate? Which employee should I promote?

What disciplinary action should I be given with an employee? All of our employee's actions are affected by the Equal Employment Opportunity law. If

it is violated, the company must take accountability. So, to stop such acts, it is ample to merely understand how the law exempts discrimination. We shall be aware of all exact types of discrimination and how to prevent them in our everyday activities with job applicants and staff members. Human Resource Manager Jobs involve many different employees; functions which include to hire, train, promote, terminate and more.

Since there is no certain way from preventing a workers frustration with some aspect of a job, if we guide some type of code of conduct, these complaints can be substantially reduced from employees. We shall consider that our Affirmative Action efforts has no play in which one person's gain is another person's loss, but as the main focus of the human resource process to enhances opportunity for everybody. In perfect world the things that we should be looking at is the applicant's qualities to doing a job.

The Affirmative Action Policy does not recommend a company to employ a less qualified applicant based on their race, ethnics, religion, or gender. If a white/non Hispanic woman has more qualifications than a white or black man than the person in my beliefs would be to hire the more qualified candidate being the white/non Hispanic woman. Since we are not living in a perfect world with employers still wrongly take these classifications different when they are deciding whom they are going to employ with their company.

Clearly, employers are incorrectly applying a quota system instead of a goal system. This is why discrimination and inequality is being created to our society. References U. S. Equal Employment Opportunity Commission. (No date listed). Overview. Retrieved from <http://www.eeoc.gov> Bohlander and <https://assignbuster.com/implementing-affirmative-action-policies-assignment/>

Snell. (2011). Chapter 3 Equal Employment Opportunity and Human Resources Management. Retrieved from HRM240-Human Resources Management website. Affirmative action. (n. d. ). Encyclopedia of Small Business. (2011) from Answers. com Web