

Title vii of the civil rights act of 1964

Law



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VII Paper Policies that companies should have in place to avoid violations of VII and its amendments. VII of the Civil Rights Act of 1964 in essence prevents discrimination at the workplace in private companies. Through this Act, a covered employee is secured from discrimination on the basis of color, sex, religion or national origin. Title VII by itself is applicable only in companies, where there are a minimum of fifteen employees or in excess of it. (1).

Since Title VII deals with workers in the workplace of private companies, it has a strong bearing on the human relations (HR) policies of the company. (2). Companies need to have a recruitment policy in place that need to be such that workers are recruited on the suitability of their function and not with any bias that can be seen as discriminating against the other candidates on the basis of color, sex, religion or national origin of the candidates.

In a similar vein the company needs to have in place work place policies that ensure there is no discrimination on the basis of color, sex, religion or national origin. In this category several policies required are required. There should a sexual harassment prevention policy to ensure that workers are not discriminate against on the basis of gender. In this same classification it is also necessary to have a pregnant women's policy that ensures that pregnancy related medical issues are given the same priority as other medical issues, pregnant women are entitled to same fringe benefits as other employees, and that unmarried pregnant women are not terminated from service. (1)

Private companies need to have a compensation package policy that treats all workers equally, ensuring that there is no disparity in wages, based on <https://assignbuster.com/title-vii-of-the-civil-rights-act-of-1964/>

color, sex, religion or national origin. In other words the policy should ensure that there is equal pay for equal work. (1).

Private companies also need to have a religious practice policy that gives all workers the minimal facilities for observing religious practices irrespective of the religion practice by the worker. (1).

Works Cited

1. “ What Every Business Should Know About Employment Law”. 19 March 2009. .
2. “ EEOC Charges Can Be Avoided Through Effective HR Policies”. American Management Association. 19 March 2009. .