

There lawsuit if they
feel they have



There have been several laws passed throughout the years in order to protect everyone from being discriminated against, laws such as the Age Discrimination in Employment Act, the Pregnancy Discrimination Act, the Immigration Reform and Control Act, Americans with Disabilities Act, Civil rights Act of 1991, and the Genetic Information Nondiscrimination Act of 2008. These laws provide different cultures and minorities with Equal Employment Opportunity. One of the most important part aspects of Human Resources and management is the knowledge and understanding of these laws. A manager should not be unaware or negligent when it comes to these Equal Employment Opportunity laws. There are many direct ways in which these laws can be broken.

Managers must be aware that their human resources specialists have good communication in order for these laws to be carried out. One way a person may feel discriminated against is by not being a considered hire because of their protected class or group. Discrimination can arise from people not getting certain promotions, raises in salary, or different types of benefits because of their age, sex, color, and religion. Another type of illegal discrimination can be based upon a person with a disability.

In 1990 The Americans with Disabilities Act was passed. This gives people with disabilities the right to file a lawsuit if they feel they have been discriminated based on the fact of their disability. If a person with a disability is given the proper accommodation and can perform their duties properly without putting their employer in financial burden, then they have a fair case and have illegally been discriminated against. It is important for management to be consistent with all employees all throughout an

employee's cycle. From the hiring process all the way through the time when an employee is going to retire or be terminated, being consistently the same all the time for everyone will avoid potential problems because of discrimination. These are just a few of the aspects when it comes to the law in a culturally diverse work environment.