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## CASE STUDY Diversity in Law Enforcement: The Report Egidio A. Diodati

Assumption College The key issues here are that the organization has set a very bad precedence in its culture. Even if a workplace should be a conducive place for all the employees, things seem to be different in this organization. First, employees are not given equal treatment. The female workers are discriminated a lot. They do not enjoy some of the privileges that are strictly reserved for their male counterparts. It is not fair to engage in such practices because they do not add any value to the organization. It would be better if the organization changes its internal policies so as to adopt more friendly strategies to manage its human resources.

As a paramilitary body, this organization should be very much concerned about every stakeholder. However, this is not the case since it gives preferential treatment to some of them while obviously discriminating against others. In fact, it shocks to find out that the organization has been encouraging male dominance. The women are treated as under dogs. They are not given freedom and rights to choose whatever they feel like doing. This has definitely made life extremely difficult for them. The discrimination of the women is manifested right from the time of their recruitment in this organization. It does not stop there. It continues during the training process and promotions. Only men are favored while conducting all these activities. Based on these facts, I would like to point out that the management of this organization need to be so serious. They should come out to ensure that no discrimination is tolerated in the organization. First, I would like to suggest that the short term remedy to this situation is to stop male dominance. No more male employees should be allowed to dominate over the women. On

the other hand, I would like to suggest policy change as a long term solution to this problem. If the organization comes up with new regulations to guard cases of discrimination, no more such practices would be witnessed. Instead, the organization would become a place that provides equality and fairness to all the employees regardless of their diversities. The law should be strictly followed without leaving any chances. All employees need not to be discriminated in a workplace.

In conclusion, the discriminatory practices in this organization has actually jeopardized women employees and put them in a harm's way. However, it is a very unfortunate thing that such an organization can relax its policies so as to create room for such unethical practices. It is so unfortunate to do so because it does not yield any fruit, but only help in advancing inequality within the workplace. For this reason, it is paramount for the management to ensure that it adheres to the recommended laws so as to help in protecting the rights of employees without infringing on them whatsoever. All the stakeholders should be made to feel that they are equal and not discriminated irrespective of their differences.