

Equal employment opportunity

Business, Human Resources



All forms of sexual harassment to interfere with a person's employment, performance at work unreasonably, intimidates him/her or sense of it, hostile or work environment that is not conducive. The laws also prohibit discrimination against age, disability, pay discrimination, national origin, pregnancy, race, religion, and retaliation. According to the EEOC data posted pursuant to the no fear act, out of the number of complaints that were filed (46) and the number of complaints (39) made and 2 repeat filers in 2002, still 33 were under investigation, 30 were still being heard, and no disciplinary actions were recorded. In 2003, the number of total complainants filed was 39 and 38 complainants, with two repeat cases, and 25 are still under investigation, 12 still under hearing and only 20 with final Agency action taken. This means that the cases were being dealt with slowly and that not much has been achieved by the establishment of such laws. The cases above are according to the Equal Employment Data posted as required by No Fear Act, Pub. L. 107-174 reported on the basis of discrimination of gender, race, color, religion reprisal, national origin, disability, and equal pay act. The data shows laxity in the execution of cases.

Affirmative actions are measures meant to favor people of a particular disparity group over another due to unfair competition brought about by another group. These groups that are favored may include women, minorities, and people with disabilities such as those injured at work.

Affirmative action can be viewed to be discriminatory in the modern competitive world. In today's world where qualifications, performance, and experience of an individual are what 'sell' him/her, affirmative actions may find no place in the industries. Industries will be geared towards making

profits and may not concentrate on issues of preference for certain individuals. The law at times may not be requiring any employee to hire a person who is disabled or a female, and leaves too much space for him to fail to hire the person-there is no obligation to hiring such an individual. Besides, the modern world is diverse and does give options to such individuals as the disabled, for example, to perform certain jobs that favor them.