

Prepare a two-page critique of ada and affirmative action

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ADA and Affirmative Action" The present article is based on the critique for "Americans with Disabilities Act" (ADA) and Affirmative Action. Affirmative Action is devised with an intention to bring in persons belonging to varied races, cultural groups, religion or to any gender; into jobs and professions to the location other than their native places. It is an attempt to provide them the platform to explore and exploit their potentials. With the mounting population, however the selection criterion may be tedious but the policy carries meaning for individuals belonging to different cultural and social environment (A Short Assessment and Review of The ADA and Affirmative Action).

Affirmative Action emerged as a motivation to those who suffered severance and subjugation in varied fields encompassing education, profession or work where bias towards race and sex was displayed. According to Sykes (1995), AA is "The set of public policies and initiatives designed to help eliminate past and present discrimination based on race, color, religion, sex, or national origins". This paved the way for support and oppose both for Affirmative Action.

Promoters of Affirmative Action (AA) always had a say in favor as it is required to ascertain that persons be given impartial contemplation while pertaining for work or admitting a child in school; as with AA there could not be discrimination based on race, gender, tradition or religion. AA influences an assorted civilization and allows a lawful foretell where the minority population could gain an entry into the profession and also efficiently procure education (A Short Assessment and Review of The ADA and Affirmative Action).

On the contrary, those challenging AA state that AA has created overturn prejudice and confronts Equal Opportunity Laws. There is a discrimination in terms of opportunity to those who are not the inhabitants of the nation and thereby snatching away the prospects of the native population. It is essential to understand that in the present phase of recession the native population is distressed (A Short Assessment and Review of The ADA and Affirmative Action).

Americans with Disabilities Act was established as Law in 1990, with the motive " prohibits discrimination against people with disabilities in employment, transportation, public accommodation, communications and governmental activities" (United States Department of Labor, 2010). It was instituted with a purpose to provide equal opportunity to mentally and physically challenged individuals. Although intentions were clear but the efficacy could not worked well as USA Today (2009) informs, " More people with disabilities filed charges of discrimination against their employers last year than at any other time in the 20-year history of the Americans with Disabilities Act" The chief rationale pointed out encompasses the recession, where the law is working against. Moreover, disabled were also troubled by the insurance and hence the law does not hold good under such circumstances. Practically, it is true that a disabled cannot work as efficiently as a normal individual person and hence is replaced by a normal individual which goes against the ADA set rules (A Short Assessment and Review of The ADA and Affirmative Action).

Conclusion

The national economy of the nation is of prime importance and laws such as

AA or ADA impedes the economy to certain extent as it affects the quality of work, level of understanding, education and safety of the nation. A non-native individual take certain duration to adjust to the newer environment and hence work is affected in that duration. On the other hand mentally and physically challenged individuals slow down the pace of work thereby affecting the quality as well as quantity. It is a matter of utmost concern that the scope and dexterities of the nations population is augmenting and hence the native population will suffer with stress and frustration and this culminates into adopting unfair means and ways to procure the desired objectives.

References

A Short Assessment and Review of The ADA and Affirmative Action. Available at <http://socyberty.com/law/a-short-assessment-and-review-of-the-ada-and-affirmative-action/>. [Accessed on 30th Aug 2011].

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