

Idiots guide to isiah trial by bill simmons

Law



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The legal issue analysis is for the article which appeared in Page 2 and ESPN the Magazine on September 27, 2007, d " Idiots Guide to Isiah Trial" by Bill Simmons. This article is about the \$ 10 million law suit trail brought on by Anucha Browne Sanders, vice president of marketing, at knicks (owned by Madison Square Garden), for being unfairly dismissed after she hired a lawyer for pursuing a sexual harassment case against Isiah Thomas for making unwanted advances towards her and repeatedly addressing her in vulgar manner. She alleged that MSG allowed these incidents to happen and protected their " frat-boy mentality".

MSG in its turn tried to discredit Sanders by showing her as incompetent at her job (not able to handle her marketing budget), sneaking around trying to garner support and demanding \$ 6 million for keeping quiet about Thomas's behavior towards her.

Fortunately for Sanders, her credentials seem quite good; she is former collage basketball star from northwestern, married mother of three a one of the very few Afro American women in high rank place in sport. Apart from her good credibility, legally also her case seems strong as she got fired just a few months after getting bonus of \$ 76, 000, Isiah has the reputation of using his hands freely with ladies and this franchisee is not be most profitable in professional basketball. The defendants claimed that they kept her on payroll while she looked for other jobs. This is highly unbelievable. She was encouraged to keep quiet about her complaint by MSG CEO Steve Mills, or she would face character assassination (rumors about her affairs with other colleagues at MSG). Sanders being one of the few female (read non-white male) in high level management are a rare sight, especially in sports where the role of women is limited to that of cheerleaders, ticket <https://assignbuster.com/idiots-guide-to-isiah-trial-by-bill-simmons/>

sellers, personal assistant or clerk. Countless other women must've been subjected to harassment by Thomas or others like him. Most of the tales of harassment at workplace go unreported as the victims suffer silently fearing loss of job, self-respect and reputation all together. Not everyone would have the grit and courage to impose a lawsuit against employers who conveniently turn a blind eye to such cases as being " normal work hazard". She has since settled the case successfully to her satisfaction and now two more former employees of MSG are planning to come out with discrimination and harassment lawsuit against MSG.

Diversity in workplace helps in balancing the work atmosphere. Initially, the existing employees might resist inclusion of other groups in the workplace, but mechanisms must be in place to train and sensitize them to the benefits which outweigh the difficulties. Diversity is not just a head count of the number of women and non-white males employed but the position they hold or the openness of the organization to trust and nurture them to take up responsible role. It is important for the organization to be conscious about not getting trapped in stereotypes but treat each employee as an individual with untapped potential.

Empowered employees will have confidence to come out and the organization's willingness to tackle conflict fairly will boost their confidence and enhance their performance. This will ultimately make them loyal and the organization as a whole will benefit.

References

Simons, Bill <http://sports.espn.go.com/espn/page2/storypage=simmons/070927> accessed on 12-18-2007

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