

Mgt 516 slp 3  
managing in an  
inclusive  
environment:  
discrimination



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Running Head: MANAGING IN AN INCLUSIVE ENVIRONMENT: DISCRIMINATION

Managing In An Inclusive Environment: Discrimination Submitted by: XXXXXX

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Date of Submission: XX - XX - 2011

USAA has been recognized to be one of the few ethical employers. The company stands in the 45th position in the top 100 list of best employers to work for (USAA News, 2011). The company's website clearly shows the company's commitment towards building a fair and non discriminating environment for the employees. It is clear that USAA has worked hard towards successfully ensuring that employees do not face any form of discrimination and all the laws regarding discrimination are clearly followed to the point.

The anti discrimination laws requires the companies to focus on posting notices to the employees providing them with details of their rights under the laws of EEOC Also, the companies need to refrain from any form of discrimination like based on color, race, religion, sex or nationality, providing equal pay without discriminating based on sex, protecting individuals above the age of 40, discrimination against people with disabilities but with the required qualifications, discrimination against qualified individuals with disabilities who work in the federal government (The U. S. Equal Employment Opportunity Commission, 2011). Also other forms of discrimination like the genetic information about an applicant, employee, or former employee.

These form the main areas that the companies need to consider in terms of the discrimination laws. It is also important to note here that the Civils  
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Service Reform Act of 1978 (CSRA) involves a number of prohibitions which are meant for personal practices. Here it has been noted in the act that the CSRA prohibits the employees in taking any form of personnel action and any discrimination in terms of the attributes or also any conduct that can have an adverse impact on the overall performance of the employees (The U. S. Equal Employment Opportunity Commission, 2008).

In the case of USAA, no such complaint has been found regarding any discrimination being filed. However it is important to note that the company has been recognised for the ethical recruitments as well as ethical behaviour with all employees. There has not been any forms of complains or law suits that have been found in terms of the company and any unethical, or any discrimination against employees.

USAA has proven to be among the top few companies to work for since the company follows all the laws to the dot and there has clearly been immense attention and commitment shown by the company. This is evident from the fact that no issues, law suits or any other form of discrimination issue can be found in terms of the company (USAA, 2011). Hence it can be clearly found that USAA focuses, and is clearly committed to ensuring complete discrimination free work place and is also focused on ensuring that the employees needs are put first by the company. USAA is already known for its overall focus on elements like diversity and here it is also evident that the company is focused on a complete anti discrimination work place as well.

#### References

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