

# Affirmative action policies should be implemented assignment

[History](#)



Affirmative Action Policies Should be Implemented Affirmative action policies should be implemented to improve to help propel the company forward.

Affirmative action can be a useful tool to help create diversity in the workplace. Implementing affirmative action policies will encourage growth in the company because we will be able to effectively select and hire people, not on the basis of race but on actual qualifications that make a person suitable for a position in the company.

Affirmative action policies will also benefit the overall workplace because people will be able to interact with people from other backgrounds, creating a blended work atmosphere. Affirmative action will encourage our company to hire and train minorities that are qualified for positions within the company, without having to compromise the rights of non-minority workers.

#### Support for the Implementation of Affirmative Action

Furthermore, the board needs to realize that we are living in an era, where we cannot afford to have a company, or have the perception that the company, treats people unfairly on the basis of race or any other discriminatory practices. Currently, we do not practice unfair hiring or biased policies in our company, but we can still be a more well-rounded business. It is possible that the members of the board are hesitant to employ affirmative action policies because affirmative action is often a controversial topic.

Regardless of the controversy surrounding affirmative action, it is a policy that enables many persons of color to have opportunities that did not exist before affirmative action laws were enacted. There are many reasons to make affirmative action policies a part of the company. A primary suggestion

is because many minorities have benefited from affirmative action policies that have led to the creation of work opportunities, making companies realize the importance of having various groups of people in a work environment.

However, as Bohlander and Snell (2007) suggests, people usually oppose the implementation of affirmative action on the basis that evidence implies that it is not effective in the increase of minorities in the workplace. Another suggestion is that employing affirmative action policies will make employees know that they were fairly hired regardless of race or other differences. Employees in the company should be confident that they are being hired or promoted on the basis of only their capabilities and performance on the job. Minorities within the company need to know that the company is an equal opportunity employer and adopting policies that fairly hire diverse individuals with the right skills, education, work experiences, and all other qualifications for the job, will help spread the company's message of unification and equality in the workplace.

Bohlander and Snell (2007) suggests that some people that are hired for a position within a company, may feel that they got the position because of they were performing poorly on the job. However, employing affirmative action will prove the opposite and let people know that they simply have all the required credentials for a position within the company. In addition, to avoid division between individuals in the company, the company should also consider using affirmative action policies to bring the company together.

Minorities often feel rejected and isolated like they are not a part of the company. Companies should feel like extended families where colleagues from different races and backgrounds can interact without anyone feeling displaced. Unfortunately this is usually not the case as “affirmative action programs of either voluntary or forced compliance have failed to effectively assimilate protected classes into an organization’s workforce” (Bohlander and Snell, 2007, p. 128).

However, there are loopholes in this justification because if companies make a concerted effort, they can create an environment that has partnership and unification between all members. Companies that uphold divisive policies or actions prevent the company from moving forward. Members of the board can also implement fair affirmative action policies to avoid preferential treatment shown between unprotected classes of individuals, which may result in reverse discrimination occurrences.

Many people argue that affirmative action sometimes do the opposite of what it was created to do, by placing too much emphasis on race resulting in one group of people being preferred over another group of individuals. However, affirmative action was designed to create equality in the workplace and by neglecting the needs of Caucasian individuals that are not a part of the protected class, would be going against the very purpose of affirmative action.

Our company will ensure that this does not occur by using an effective system to make sure that all members of the company are treated fairly and that by implementing affirmative action policies, we do not neglect the

needs of unprotected classes of individuals. Affirmative Action and Equal Opportunity Law Implementing affirmative action policies will relate to compliance with equal employment opportunity law because enacting affirmative action policies will help promote diversity in the company.

The company will be compelled to hire all people regardless of race, religion, sex, age, gender, or disability. Equal employment opportunity law stresses the importance of equality in the workplace and by voluntarily implementing affirmative action; our company can be a leader in equal opportunity employment, equal pay for protected groups, and fairness and equality in the workplace for all people, including people of color. Reference: Bohlander, G. W. , & Snell, S. A. , (2007). Managing human resources (14th ed. ), retrieved from