English Homework

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TESU

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**Define the problem clearly and explain the solution systematically.**

The problem we are going to be focusing on in this assignment is a problem that is related to some places of work which is workplace discrimination. Discrimination in a workplace as defined by the employment laws is any action in a place of work which involves the various employment practices such as hiring, firing and compensation among many others which displays some form of prejudice leading to unfair treatment of employees (Paludi, Paludi & DeSouza, 2011). There are different forms of discrimination in a workplace which include age, sex, colour of skin and discrimination of the disabled. The main forms of discrimination that has been prevalent in my place of work for a very long time is race, colour and sex discrimination.

The majority of one of my places of work are employed by Indians. My director supervisor and higher ups seem to typically not high too much out of their race and culture. There are many cases of people not being hired on the basis of their race and colour especially in the black community. About 80% of black applicants in the company were turned down on the basis of their colour irrespective of the whether or not they had qualified for the position. Sex discrimination was also prevalent when it came to internal activities of the organization such as promotions and compensations. There were several cases discovered whereby male and female employees with the qualifications received different wages with the female employee receiving less. The females in the organization were also barred from high management positions even if they were qualified for the position.

This is a very big problem since it acts as a source of disunity in the workplace and enhances the culture of discrimination in the society and also shows non-compliance to the law (Foote & Delahunty, 2011). To be able to get rid of this problem affecting my workplace and many other workplaces there are various solutions that need to be implemented as will be discussed below. The first step to solving this problem is ensuring that the laws and regulations put in place by the government to prevent discrimination are followed. The government should ask percentages of each ethnicity who apply and got hired on an annual basis.

The second step to solving this problem is ensuring that both the employers as well as the employees are all well-educated on the laws that relate to discrimination. This is to help identify malfunctions in the workplace. The third step is putting up procedures to deal with breaking of the anti-discrimination laws. This can be done by putting in place an oversight body such as Equal Employment Opportunity Commission. The government should ensure proper functioning of the body for effective implementation of the law. The procedure to be followed in the case where discrimination occurs should also be well stipulated and functioning to provide and avenue for the employees in the case where discrimination occurs and to have their rights upheld. Having strict anti-discrimination laws, oversight of the laws and a proper grievance handling procedure helps to make sure that the laws are effectively followed and in the case of non-compliance proper action take (Paludi, Paludi & DeSouza, 2011).

References

Foote, W. & Delahunty, J. (2011). Evaluation for workplace discrimination and harassment. New York: Oxford University Press.

Paludi, M., Paludi, C. & DeSouza, E. (2011). Praeger handbook on understanding and preventing workplace discrimination. Santa Barbara, Calif: Praeger.