

Preventing Workplace Discrimination

Subject

Professor

Date

## **Preventing Workplace Discrimination**

Though some might say that all men were created equal, we just can't deny the fact that some people are born with a lack of potential. Some might be born with incapability or disability even. And we just can't close our eyes to those people who look down at these ill-fated individuals, and this situation often arises at the workplace.

A decent work is one of "the most effective means of escaping the vicious circle of marginalization, poverty and social exclusion", according to the International Labor Organization [2]. And so this must be needed by people with disabilities, for them to escape the said vicious circle, but what if discrimination comes in? There should not exist between employers and employment-seekers inequity.

For employers, they must be concerned with the amount of work that a disabled person can do; his performance of course is not the same as those with a person of non-disability. Yet, they can do something to get over this issue: the issue of whether or not to entertain people of this category. The company may, encourage equity of opportunity and employment for these people by providing them training and development programs, they may also endow with vocational training intended for disabled people. The employers must make utmost adjustments in order to accommodate people with disabilities [5]. So long as the person qualifies for the job, there is absolutely no reason for him to be discriminated especially in the workplace. One is qualified if: 1. he satisfies your job requirements for educational background, employment experience, skills, licenses, and any other qualification standards that are job related; and 2. he is able to perform those tasks that are essential to the job, with or without reasonable accommodation[3].

An employer must also be hesitant if he finds out that one applicant has a background of drug-abuse. Results from the National Survey on Drug Abuse of 1997 showed that chronic drug use was significantly related to employment for both genders and labor force participation for males and that nonchronic drug use was not significantly related to employment or labor force participation. Therefore, the employer must consider if one is a chronic drug-user or non-chronic light or casual user[4].

Surely, some factors should be considered in hiring people, too. According to Carbonara, employers who want to hire for success hire people not only based on their experience or their skills, but according to the mind-set of the applicants. What you are then or now will be the basis of what you will be in the future. He adds that basic personality traits do not change throughout a person's life. Hiring with the thought of changing your employees is simply not right [1].

Title VII prohibits employment discrimination based on race, color, religion, sex and national origin. It states the responsibilities as an employer, what are the limitations, equal opportunities for people regardless of race, color, religion, sex and national origin. This therefore encompasses all that might happen in the workplace. This means that this Act includes all that there is in an employment contract signed by the employer and the employee. Title VII entails everything that is possible to happen between employer and employee.

Therefore, I say that towards harmony in the workplace, the employers, as well as the employees or the workers must be aware of their limitations and of course their rights. It is important that information regarding employment be known to both parties. There must not be the slight hint of discrimination for people with disabilities or incapacities, or those stated in Title VII.

**References:**

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