

Discrimination in Work Environment

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Introduction

Discrimination refers to a prejudicial or unjust treatment of an individual on the basis of his/her membership to a certain category. Discrimination involves such behaviors as exclusion and restriction of certain individuals from those opportunities which are available to others. Normally, individuals are discriminated on the basis of sex, age, or race. Under the federal legislation, discrimination is said to have occurred when an individual is treated with less favor than others due to their nationality, sex, or ethnic origin. In most instances, discrimination at the work place occurs during the selection and recruitment of staff as well as promotion, transfer, dismissal, and retrenchment (Kreitner, 1995).

Discrimination in the Work Place

In recent years, individuals have been experiencing unlawful harassments at the work place. Such harassment makes individuals feel intimidated, humiliated, and insulted. As such, the government, with the help of various rights groups has enacted various antidiscrimination legislations in an endeavor to minimize the level of hostility that workers go through in their daily engagements. In this regard, it is unlawful to tell insulting jokes to or about individuals belonging to certain categories. Moreover, individuals are empowered to seek legal redress should they receive sexually suggestive or explicit emails, messages, or comments from their fellow work mates. In fact, several organizations, for instance, Childress Engineering Services, have been penalized for derogatory comments that sections of their staffs make about certain individuals. Others have paid fines after the offended parties complained of being asked intrusive questions, especially about one's sex life (Wong, 2001).

Discriminative behaviors range from moderate to serious levels of harassment. Irrespective of its nature, discrimination has been recognized as one of the most detrimental acts as it erodes the team spirit thereby leading to reduced performance. To facilitate the success the management of an organization nurtures some worthwhile qualities and traits that represent its highest priorities as well as its driving forces. While developing these qualities, the management considers how stakeholders wish to relate with each other as well as with the organization. Additionally, the organization determines the fundamental values of its internal community, suppliers and customers as well as to ensure that they are effectively harnessed. It defines its strategic goals in a precise, concise and clear manner so as to ensure that they resonate with every stakeholder making him or her to feel as a part of the organization. This would aid in defining the direction and shaping the future of the organization in a manner that does not appear to be discriminative to any member of staff (Kovach, 1987).

According to Higgins (1994), absence of complaints does not necessarily indicate mutual and fair relationship amongst the employees. At times, an individual being subjected to acts of discrimination may opt to ignore them, especially where there is inadequate infrastructure to address harassment. Other victims may regard some conducts as too trivial for the management to consider addressing. In extreme circumstances, victims may feel too embarrassed or intimidated to launch complaints, and so, hoping that mistreatment would stop, they opt to persevere in pain. As such, the management ought to evaluate staff relations in an endeavor to reduce or eliminate instances of harassments. Effective management necessitates the definition of proper channels for addressing matters relating to discrimination. Such definition would reduce victims' challenges as they seek help following acts of discrimination. The management should also set up clear work approaches so as to reduce collisions amongst employees. By

reducing instances of resentment among the members of staff, discrimination, harassments, and conflicts are reduced. This facilitates effectiveness of performance, and various enterprises have identifying and formulating priorities, directions and beliefs in an endeavor to facilitate mutual understanding amongst the members of staff (Higgins, 1994).

Some of the most effective remedies to discrimination amongst the workers include team building, collaboration and communication. For instance, had there been effective collaboration and team effort at Childress Engineering Services, chances are that Jennifer Green wouldn't have been discriminated on the basis of gender. In fact, the effectiveness of the five year training program that the jury imposed on the enterprise would be effective only if there would be proper teamwork and communication amongst the employees. In order to boost the morale of their staff, organizations draft mission and value statements in a manner that is flexible enough to accommodate the views of the minority (Wong, 2011). Flexibility facilitates the accommodation of the stakeholders' views, and as such, everyone takes part in shaping the future of the organization. Enterprises achieve this flexibility by sourcing a proficient leadership, a leadership which is composed of individuals who are aware of the losses which result from acts of discrimination.

Conclusion

Managements ought to know their responsibilities of facilitating non-sexual and non-racial working environments. As such, codes of conduct should, for instance, prohibit the display of pornographic materials as well as telling of innuendos and offensive jokes. There should be effective channels which individuals may utilize in launching their complaints about racially or sexually offensive treatments even when the utterances or deeds could not have been directed towards them. When inappropriate and unreasonable conducts are minimized, the performance

of an organization improves. Reduction in cases of intimidation and humiliation avails more time to for the management to deal with issues of growth and development. Moreover, the members of staff appreciate working with each other, a situation which facilitates team effort (Kreitner, 1995).

References

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