Employment Practices

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**Discussion on First e-Activity**

The central objective of developing labor and employment laws is to ensure equal working rights for every eligible individual without any discrimination. It is noteworthy to mention that despite the existence of employment policies, there is room for prohibited employment practices due to the adoption of specific techniques or methods.

Unfair recruitment by the recruiters is witnessed as the technique that increases the risk of prohibited employment practices. The issue of biased staffing observed when an employer hires new workers in a manner that eventually increases the potential of discrimination. The problem of discrimination as forbidden employment practices appeared in different forms such as due to applicants’ race, color, religion, sex, etc. (U.S. Equal Employment Opportunity Commission, 2020) The employment application is recognized as another source of adopting the approach of restricted employment practices. It is examined that sometimes employers adopted the policy of biased job advertisements that clearly indicates recruiters’ preferences and discourage some applicants due to any of discriminatory factors such as due to their race, color, sex, etc.

It is recommended for the organizations to religiously follow all the guidelines established by the authority of the Equal Employment Opportunity Commission (EEOC) to minimize the risk of prohibited employment practices. In an organizational setting, it is suggested for the organizations to implement the strict policy to address the scenario of employment discrimination.

**Discussion on Second e-Activity**

Internships and part-time jobs are characterized as two important forms of employment opportunities that are closely linked with various domains of background checks. Criminal History Checks and Education and Employer Verification are classified as two major forms of background checks that need to be considered by the employer. It is crucial for the employer to get the necessary background information of the employee mainly in the form of their qualification (Privacy Rights Clearinghouse, 2019). It is mandatory for the recruiter to examine employees’ backgrounds in case of any form of criminal activity previously. Identification of in-depth background of employees helps organizations to ensure consideration of proper compliance with legal requirements.

**References**

Privacy Rights Clearinghouse. (2019). *Employment Background Checks: A Jobseeker’s Guide*. PRC. Org. Retrieved from:

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