Discussion # 1

[Author’s name]

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**Response to Question 1**

A detailed assessment of the entire case of terminating James’ employment by Google reveals that the company has a strong legal position. James Damore was the engineer in Google company who wrote a controversial memo against the company’s approach in the form of diversity programs and recruiting practice. His memo went viral that eventually cause the reputation of the organization at stake. Deep understanding of different aspects of this entire scenario helps to determine that the prospect of the legal ramifications could occur in the case of Google. The approach adopted by James to share his thought about diversity in organization cause immense form of chaos. Good had a very definite reason to terminate James from the employment because he conveyed his thoughts in an appropriate manner that could be disturbing for the group of women who work in the organization. There are many statements in the manuscript of the James’ memo that comprised on provocative approach by questioning the abilities of the women to play their role in high-tech organizations. The attempt of increasing gender stereotype by James made the position of Google strong as an employer.

**Response to Question 2**

The detailed arrangement of the entire case reveals that James never has a strong position when it comes to gain legal success against Google. He has to prove his case considering different legal grounds. It is established that the company of Google have a strong position as an organization has the authority to terminate employees if they cause creating any political agenda within the working environment. Political reason is the main aspect that weakens the position of James and he has to provide the necessary evidence to defend the legitimate position of his claim. Legal claims set by James needs to be justified on the legitimate and apolitical foundations to figure out the actual reason for the attempt of delivering memo for the coworkers.