Protected Classes and Employment Laws

1. Equal Pay Act: This act protect any gender base discrimination in pays. This acts states that there will be no discrimination in wages of men or women. “The Equality Act prohibits discrimination on grounds of age, origin, nationality, language, religion, belief, opinion, political activity, trade union, family relationship, health, disability, sexual orientation, or any other person-related reason”( Weatherspoon, 2018). No one should be disadvantaged by these things.
2. Civil Rights Act of 1964: According to this act all forms of protected classes including race, gender, color, religion or origin will have no segregation. No company is allowed to refuse any person on the bases of these protected classes. In past it was common to reject person on the bases of color or race.
3. Age Discrimination in Employment Act: according to this act there will be no discrimination on the bases of age. This act covers the individual age from 40-65 years old.

EEOC receives complain and if complaint is eligible means against protected person and EEOC goes for further investigation. This is long procedure and usually take up to 6 months. And during this period or till the investigation completes, employers is not permitted to destroy any record. Formal interviews and data or documents gathered. If EEOC do not take any action in 6 months, then applicant can ask for right -to-sue letter. After getting right-to-sue letter ,applicant need to file formal case against employer in 90 days.

It is a duty of top-class management to keep eye on hiring process. There should be clear cut rules and no discrimination on bases of age, sex, color or religion etc. If any allegation occurs against employment discrimination, then employers need to cooperate fully and better to accept allegation if they are correct. This will help them to save extra cost of lawsuit and penalty.

References

Weatherspoon, F. D. (2018). Equal employment opportunity and affirmative action: A

sourcebook. Routledge.