Your Name

Instructor Name

Course Number

Date

HRM

**Answer to question 3**

Clive Jenkins was the facility director the Treton Communications, Inc. The goal of this company is to promote diversity by providing equal opportunities to people regardless of their cultural background. The company prohibits gender, social, racial and religious discrimination of the employers and have strict rules regarding this issue. Mr. Jenkins hired Maalick as manager operations.

While discussing Clive Jenkins's actions, his actions were not in alignment with the company’s policies. When Maalick discussed her intention of joining the Internationalist religion, Clive started to mock her religion by calling it a “So-called” religion. He began harassing her over her religious beliefs and was not following the rules of the company (Vickers p.280). His response was highly unethical and inappropriate. As a facility director, it was his responsibility to not reveal the conversation that he had with Maalick yet he leaked the conversation while also spreading false rumors regarding Maalicks religion. After returning from her holiday, Maalick saw the inappropriate images and messages in her cabin (Namie p.1). She immediately told Jenkins yet he seemed unbothered by the situation and it seemed that he was also in the favor of people who were harassing Maalick. He also pointed out Maalick’s African roots and ridiculed her. He did not realize that his actions counted as racial discrimination which was against the company’s policies (Krieger p.51). It was his job to report any discrimination yet he was the one who was discriminating. Maalick, despite witnessing the discrimination that he faced, did not take any action.

The discrimination continues when Maalick was rejected and Barlett was selected just because Jenkins and Bartlett go to the same church. Although, Maalick was the most suitable person for the job, Jenkins did not consider her. Thus, in spite of reporting or stopping the harassment and discrimination that Maalick was facing, Jenkins did nothing to resolve the issue; rather his behavior was highly unprofessional.

**Works Cited**

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