Name

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Class

Date

Civil Rights

The phenomenon of equal employment opportunities recognized as the one important consideration referring to the main idea of civil rights. This specific concept based on the fact that it is the right of every individual to get equal chances of employment. It is worthy to mention that this concept also covers different forms of employment facilities for all the workers without any form of biasedness. It is observed that there are many cases when the individual face the issue of discrimination working as an employee due to its relevance to any minority group. The particular case of EEOC v. Abercrombie and Fitch Stores, Inc. is one prominent example to overview the concern of equal employment opportunity. Here the focus is to critically and thoroughly analyze the particular legal case of Abercrombie & Fitch Stores to make better inferences about the main idea of civil rights.

Initially, it is immensely crucial to identify the main facts about the case to better understand the actual phenomenon. This form of understanding also helps to identify the actual concerns of civil rights. This particular case based on the legal action adopted by the Equal Employment Opportunity Commission (EEOC). It becomes one highlighted issue when EEOC sued the organization of Abercrombie on behalf of the employer, recognized as Elauf. This certain legal paradigm comes up with the concern that the company had violated the rights of the employer under the acts of Title VII of the Civil Rights Act of 1964. The concern based on the incident when the company rejected to recruit Elauf due to her headscarf.

When it comes to the establishment of the decision on this specific issue of a civil right than it is vital to explore the decision of the court. The majority of the jury members enforce the concern of equal employment opportunity without any form of religious discrimination. The ruling of U.S. Supreme Court accept the claim of EEOC and made it essential for the company to pay amount to both the shareholders identify as ZEEOC and Elauf. It is interesting to explore that the opinion of Justice Thomas was entirely different from the rest of the jury. He delivered his domain differently from his other colleagues. His opinion somewhat differ from others referring to the certain legal domain. Critical analysis of the whole case is important to figure out the ethical and legal domains relevant to this certain case. When it comes to the risk of clash between the religious or the cultural domains with the functioning of the individual. It is important to understand the whole prospect on rational basis. It is legal right for everyone to attain equal employment opportunities without any distinction based on someone’s beliefs or moral values. It is referred that if the capabilities of the applicant perfectly match with the requirements of the organization that there should be consideration of hiring without considering their religious practices. The domain of equal employment opportunity should be apply for all the individuals that can be better understand through the example of Hasidic Jew or the one who recognized as an Amish women.

In conclusion, it is worthy to mention that there should be balanced form of consideration when it comes to the proper implementation of equal opportunity rights for every capable individual. It is vital to observe this idea in the playing role as the member of the Supreme Court. It is notable to mention that everyone has legal right to have equal opportunity for an employment as compared to others.

Work Cited

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