EEOC Violation

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# Case Study 1

The Texas Roadhouse has been allegedly choosing to employer a younger staff for front of the house positions, with the management allegedly, turning away older applicants in favor of the younger ones by saying that the younger people can grow with the company, that the older applicants are too old for the job and they would have a hard time fitting in. As an HR representative for the company, I would defend the organization by stating that the advertisement for open positions, firstly, did not list an age limit. However, if these employees believe that the younger staff is being placed in the front of the house, this is because these positions are entry-level positions and would require training. However, staff members with a better experience and prior training were specifically chosen for their fir managerial roles because that is how they fit the needs of the company. Age bore no factor in this choice. However, it is still true that age often accompanies the experience, which is why older staff members usually made it to managerial positions, but this wouldn’t keep people in their 20s from scoring such positions either (Hart, 2005).

# Case Study 2

The Hutchinson Sealing System was accused of laying off older project engineers by allegedly making changes to the system and manipulating the employment criteria to keep younger employees while laying off the older employees. As the HR representation for this company, I would argue that the automotive industry is deeply competitive, especially in this time and age. Innovation is key to getting ahead in this industry and the criteria were altered to ensure that the company retained productive employees and lay off those that do not meet the mark since the company cannot afford to foster such employees. Age played no part in this decision (Buyens, Van Dijk, Dewilde, & De Vos, 2009).

**References**

Buyens, D., Van Dijk, H., Dewilde, T., & De Vos, A. (2009). The aging workforce: Perceptions of career-ending. *Journal of Managerial Psychology*, *24*(2), 102–117.

Hart, M. (2005). Skepticism and Expertise: The Supreme Court and the EEOC. *Fordham L. Rev.*, *74*, 1937.