Name of Student

Name of Professor

Name of Class

Day Month Year

**Discrimination at the Workplace**

"Two Studies Show Gender Discrimination in the Workplace Continues." *Diversity Factor*, vol. 18, no. 4, Winter 2010, pp. 1–6.

The research article conducts two surveys to resolve and highlight gender discrimination issues in the workplace. Lesbian, gay, bisexual and transgender (LGBT) community is the subject of the research. Both studies reveal that the menace of discrimination against the sexual minority is persistent. In the second study, it was found that the LGB communities refrained from revealing their identity because of the threat of widespread discrimination.

Irrefutably, the article is essential to substantiate the argument of discrimination in the workplace. It stipulated critical facts and statistics that revealed that approximately 68% of the LGBT personnel reported being a victim of discrimination in the workplace in 2007. In addition, the differences in the earning between the heterosexual and LGBT individuals further aids to the literature of the argument.

Hirsh, Elizabeth, and Christopher J. Lyons. “Perceiving Discrimination on the Job: Legal Consciousness, Workplace Context, and the Construction of Race Discrimination.” *Law & Society Review*, vol. 44, no. 2, 2010, pp. 269–98. *Wiley Online Library*, doi:10.1111/j.1540-5893.2010.00403.x.

The articles critically examine the dimensions of e racial discrimination across the United States of America (USA). Job traits, social status and the context of the workplace were highlighted as per different approaches and legal consciousness literature. The analysis of the study based on urban inequality revealed the findings that the ascriptive status is linked with the perceptions of the prejudice and discrimination with American, African, Hispanic and women are more likely to be affected with the pervasive racial discrimination, organizational controls and net of the job.

The article plays an instrumental role to substantiate the argument as it addresses a wide range of ethnicities that suffer from discrimination. It highlights a critical aspect that the workers who deem themselves entitled to superiority often face the menace of discrimination. The article is essential to contribute toward the comprehension of the discrimination across several racial communities.

Lattal, Ashley. “The Hidden World of Unconscious Bias and Its Impact on the ‘Neutral’ Workplace Investigator.” *Journal of Law & Policy*, vol. 24, no. 2, Mar. 2016, pp. 411–66.

In the research article, the authors advance to measure the significance of investigating the complaints related to discrimination, harassment and similar misconducts at the workplace which have been imperative to remove the norms of discrimination from the workplace. The fundamental findings of the article state that cognitive biases unconsciously push us towards biased behaviors. This unconscious bias is a prominent impediment faced by the investigators and thus ought not to be nurtured.

The article is vital for the argument but it does not substantially contribute to the subject. The primary purpose of the article is the assessment of the investigators' role while it should have been aimed at investigating the practices of discrimination.

Heilman, Madeline E., and Alice H. Eagly. “Gender Stereotypes Are Alive, Well, and Busy Producing Workplace Discrimination.” *Industrial and Organizational Psychology*, vol. 1, no. 4, Dec. 2008, pp. 393–98. *Cambridge Core*, doi:10.1111/j.1754-9434.2008.00072.x.

In the research study, the authors manifest the critical relationship between workplace discrimination and stereotyping from a theoretical perspective. Sexual discrimination is primarily emphasized based on the normatively acceptable attitude. The psychological perspective of the stereotypes indicates the negativity in the paradigm of workplace discrimination. Women are often courteous and amicable in maintaining relations at the workplace yet they are the primary victims of sexual biases and discrimination.

The article establishes a profound platform to consolidate the argument. The psychological association of stereotypes is essential to comprehend the intricacies of discrimination in true letter and spirits.

Stuart, Heather. “Mental Illness and Employment Discrimination.” *Current Opinion in Psychiatry*, vol. 19, no. 5, Sept. 2006, p. 522. *journals.lww.com*, doi:10.1097/01.yco.0000238482.27270.5d.

The research study examines the role of the mental illness associated with discrimination in the workplace. It is deemed that the discriminated and prejudiced employees suffer from the menace of establishing mental illness. The competitive employment and historical designs of disadvantage substantially aid to the increased rate of stigma and mental illness at the workplace.

The article is critical to contributing toward the argument of discrimination at the workplace. It highlights the mental and cognitive complexities as a result of discrimination arising from the competitive environment and historical designs.

Works Cited

Heilman, Madeline E., and Alice H. Eagly. “Gender Stereotypes Are Alive, Well, and Busy Producing Workplace Discrimination.” *Industrial and Organizational Psychology*, vol. 1, no. 4, Dec. 2008, pp. 393–98. *Cambridge Core*, doi:10.1111/j.1754-9434.2008.00072.x.

Hirsh, Elizabeth, and Christopher J. Lyons. “Perceiving Discrimination on the Job: Legal Consciousness, Workplace Context, and the Construction of Race Discrimination.” *Law & Society Review*, vol. 44, no. 2, 2010, pp. 269–98. *Wiley Online Library*, doi:10.1111/j.1540-5893.2010.00403.x.

Lattal, Ashley. “The Hidden World of Unconscious Bias and Its Impact on the ‘Neutral’ Workplace Investigator.” *Journal of Law & Policy*, vol. 24, no. 2, Mar. 2016, pp. 411–66.

Stuart, Heather. “Mental Illness and Employment Discrimination.” *Current Opinion in Psychiatry*, vol. 19, no. 5, Sept. 2006, p. 522. *journals.lww.com*, doi:10.1097/01.yco.0000238482.27270.5d.

"Two Studies Show Gender Discrimination in the Workplace Continues." *Diversity Factor*, vol. 18, no. 4, Winter 2010, pp. 1–6.