EEOC Paper and Presentation

Your Name (First M. Last)

School or Institution Name (University at Place or Town, State)

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**Compliance Issue:**

In the article issue of racism has been raised. In a famous and well-known entertainment club, an African-American lady bartender is the focus and the reason behind this was her race. Besides firing the female bartender, the owner also fired his one of the managers just because he rejected to be involved in this discriminated decision. The owner of the entertainment club was sued for three lacs and sixty-five thousand dollars because of his discriminatory act. He is also sentenced to pay all the damages that two employees faced including penalties, back pay, interest, compensatory and punitive costs. Moreover, all entertainment clubs had to end any kind of discriminatory practice and have to adopt non-discrimination policies along with non-retaliation attitude. Code of ethics highlighted to make it mandatory for all clubs to share data of their applications for the U.S. Equal Employment Opportunity Commission (EEOC) to maintain their compliance.

**Functions of EEOC:**

EEOC implements federal laws according to which it is illegal to discriminate against employees or job applicants on the basis of their color, race, religion, sex, age, or any disability. It is also illegal to fire or mentally torture someone who is not willing to be involved in any discriminatory act or lawsuit, filed discrimination compliance and filled a charge regarding discrimination (“EEOC Home Page,” n.d.). The employers who have more than fifteen employees under him have to be monitored by the EEOC. All the laws including appointment, termination, harassment, salaries, and bonuses have been provided by the EEOC. The EEOC can investigate and charge against discrimination; also to prevent discriminatory acts EEOC can arrange educational and technical consulting programs.

**EEOC's Role:**

The central role of the Equal Employment Opportunity Commission is to investigate and charge discrimination acts in the organization. The role of the EEOC in this discrimination incident is charging entertainment club and sentencing the owner of the club for firing the African-American lady and one of his managers(“Hospman Settles EEOC Race Discrimination Lawsuit,” n.d.). The EEOC can apply any charge according to the law on the employers as well as employees who failed to follow the laws, and their acts result in any violation of human rights. It is the responsibility of EECO to assess the lawsuit in an efficient and accurate method.

**Social Change:**

The lawsuit may change the environment of the company, but one case cannot change the whole society. Social behavior is the main cause of discrimination, and it is happening for decades. There are many cases where employers are sued by the employees. Still, discrimination on the basis of race, religion, culture is going on. Every business and people who are on higher post know the sensitiveness of discrimination and the possible outcome still they do it and ignore all codes of ethics. A country like America is the golden opportunity for a businessman, but it is also a diverse society where people from different religion, race, cast, and culture live together. Therefore lawsuit like this one can be the eye opener for not only the employers but also for the employees of different companies. Awareness about their rights can bring a big change, but it takes time. This lawsuit can change some employers but whenever people in power get chance they do discriminatory acts like this one because with the passage of time everyone forgets the incidents which result in minor changes.

**Comparison:**

If we compare the press release by EECO and a news report from the internet, we find no such differences between the two. The press release by EECO covered all the crucial elements of the incidence including discrimination on the basis of race and misuse of power(“EEOC: Fort Myers hotel wrongfully fired black employees,” n.d.). The nature of the issue in the news report on the internet is also focused on racism, biasness, and power misuse. They both reported the same information about the incidence. The data was also accurate, i.e. dates when two incidences happened when the case against owner was filed, and the amount he charged and all other detail of charges against owner were matched.

**Strategies:**

If I am a senior manager of this entertainment club, I will reinforce the laws and regulation and will ensure future compliance by strict implementation of the rules. I prefer a better business environment over my racism and my anger. I would ensure proper check and balance over new hiring and behavior of employees with each other. All codes of ethics would be my priority. To enhance inclusion, I would make sure that while hiring there should not be any discrimination on the basis of gender, color, religion, sex, age, or any other personal information. All employees should know the policy of the company and have to follow each and every regulation, who fails to follow; he/she would be terminated or should face legal investigation. Not only this, I would also make my position as an example for the other that people from diverse society can works together without any bias and discrimination. It is not the duty of only one person, and it is the moral duty of everyone that they get together and work wisely to eliminate racial discrimination in the workplace. If everyone understands this ethics phenomenon, there would be less disagreement.

References

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