

Ensuring Equal Opportunity in Uneasy Times

Course Objectives

The background of the slide is a faded, light-colored image of the United States Supreme Court building. The building's neoclassical architecture, featuring a portico with tall columns and a pediment, is visible. In the foreground, a circular fountain with a central spout is partially visible. The overall scene is set against a clear blue sky.

- Understand What Employees Want and How Discrimination Protection Fits into Those Needs
- Understand the Title VII of the Civil Rights Act
- Review the protected classes under Title VII
- Go over examples of discrimination and harassment cases involving Title VII

What do we,
as employees,
really want?



Equity

Achievement

Camaraderie

Equity



Physiological



Physiological – having a safe work environment, a workload that does not damage physical or emotional health and reasonably comfortable working conditions.

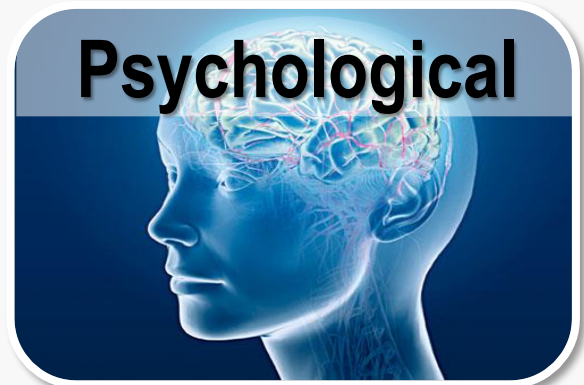
Economic – such as a reasonable degree of job security, satisfactory compensation, and satisfactory fringe benefits.

Economic



Psychological – being treated respectfully, having reasonable accommodations made for personal and family needs, get a fair hearing for complaints.

Psychological



Equity

Safety – Where loss of life or limb is at stake, perfection has become the goal, and understandably so. Further, employees understand that they will not be discriminated against at work.

Respect – People want to be treated like responsible adults. Employees' differences will be embraced by their employers. Policies that focus on respect of the individual in line with the rules meant to protect each individual send a message of support.

Management credibility – A basic need of human beings from childhood through adulthood is to be able to trust the work of those whose actions have significant impact on them.

Achievement

Taking pride in one's accomplishments by

doing things that matter

and

doing them well



Receive recognition for one's performance

Challenge of the job itself

Acquiring new skills

Perceived importance of the employee's job

Working for a company of which the employee can be proud

**Positive
Interaction**



Camaraderie

C
A M
A R A
D E R I E

**Kindness
and
Respect**

A black and white photograph showing the interior of a bus. The view is from the side of the aisle, looking towards the front. Several rows of empty seats with metal frames are visible. Through the large windows, another bus is parked outside, with the word "PLAYTONS" visible on its side. A few people can be seen standing near the rear of the bus outside. The word "Respect" is overlaid in white text on the lower part of the image.

Respect



Sex



Race



Gender

Color



Religion

Age



N. Org.

Disability





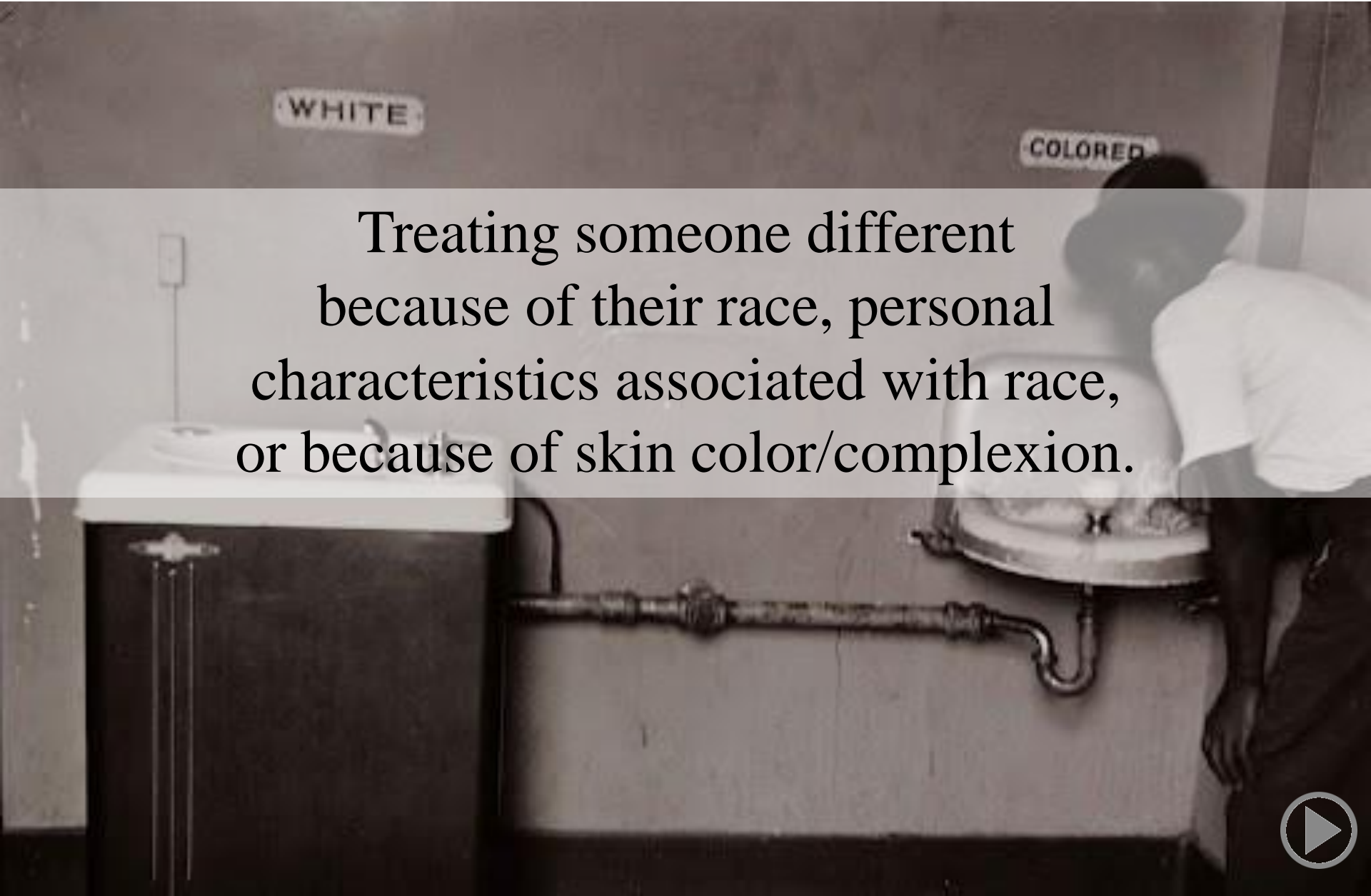
Race

Color



Race & Color

Treating someone different because of their race, personal characteristics associated with race, or because of skin color/complexion.





Sex

**Sexual
Orientation**

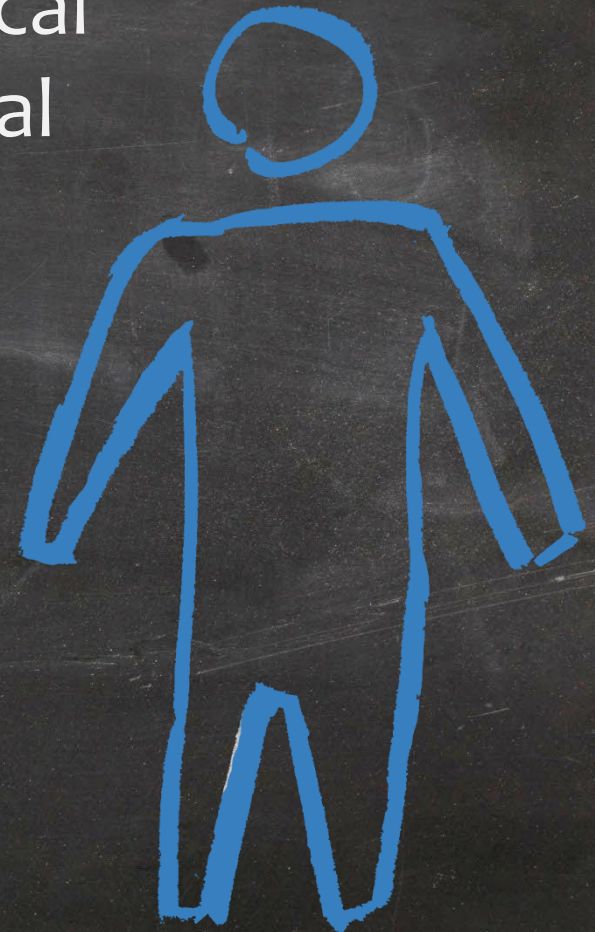
**Gender
Orientation**

Gender



Sex

Based on the biological sex of the individual



Gender



Boys have trucks.



Boys fix things.



Boys can eat



Girls have dolls.



Girls need things fixed.

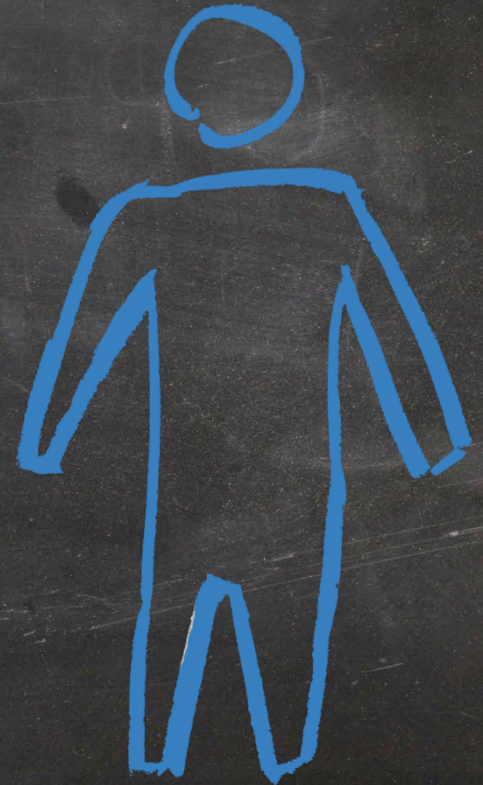


Girls can cook.

How we stereotypically view the emotional, physical, psychological traits of a man or a woman.

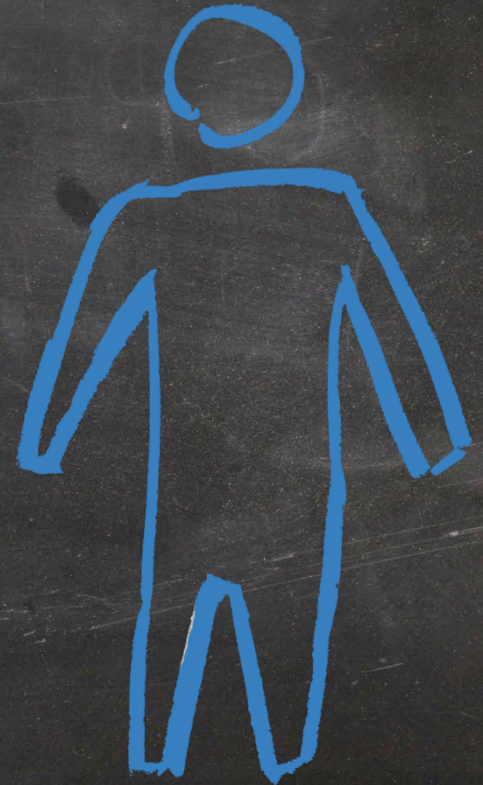
Sexual Orientation

Treating someone differently solely because of his or her real or perceived sexual orientation: lesbian, gay (homosexual), bisexual, asexual, pansexual, or straight (heterosexual).



Gender Orientation

Treating individuals differently in the workplace, or taking negative employment action against them because of their gender identity or gender expression.



PREGNANCY DISCRIMINATION ACT OF 1978



An employer cannot refuse to hire a pregnant woman because of her pregnancy, because of a pregnancy-related condition, or because of the prejudices of co-workers, clients, or customers.

- Pregnancy and Maternity Leave
- Health Insurance
- Fringe Benefits

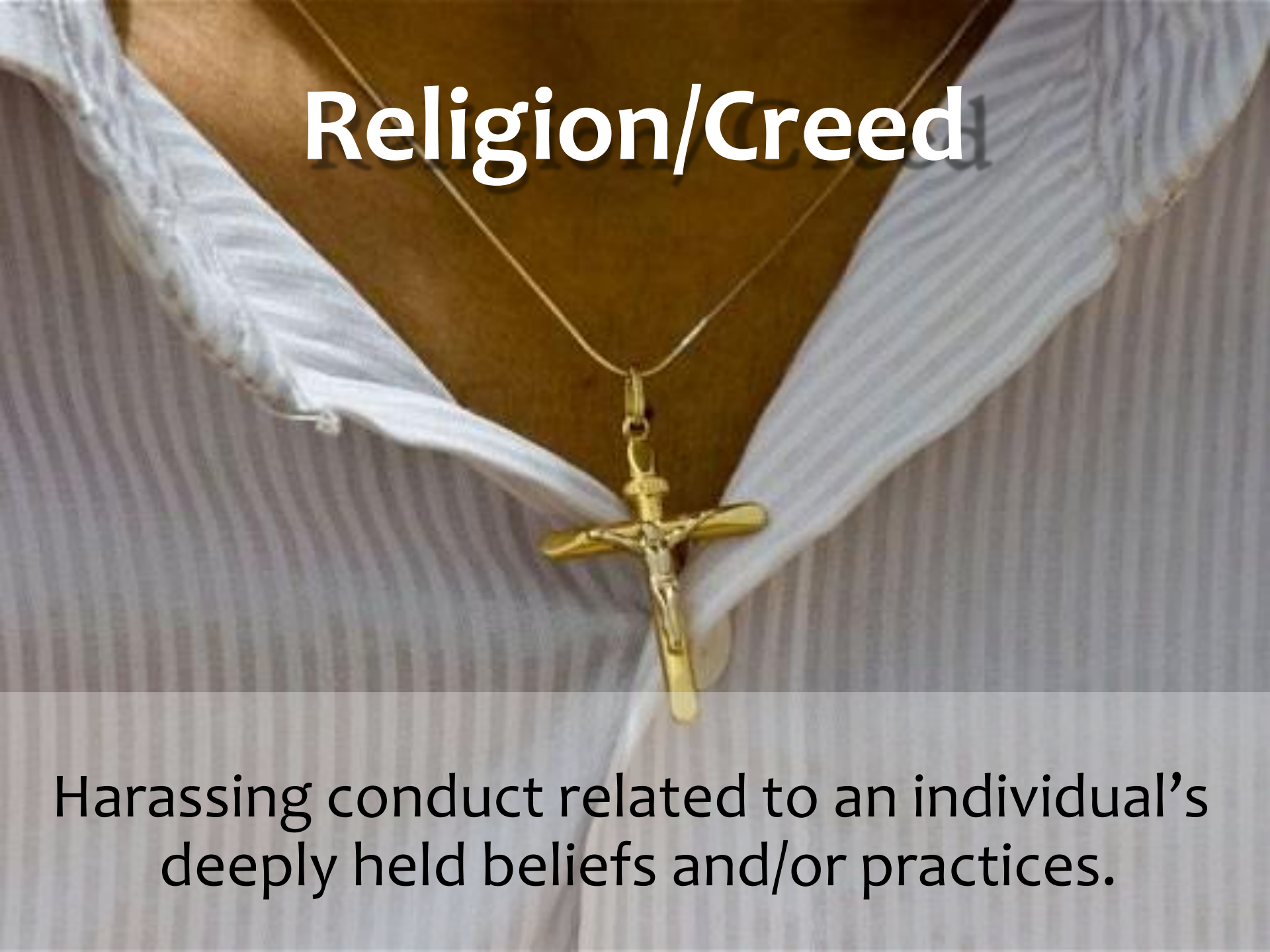


Religion

National Origin



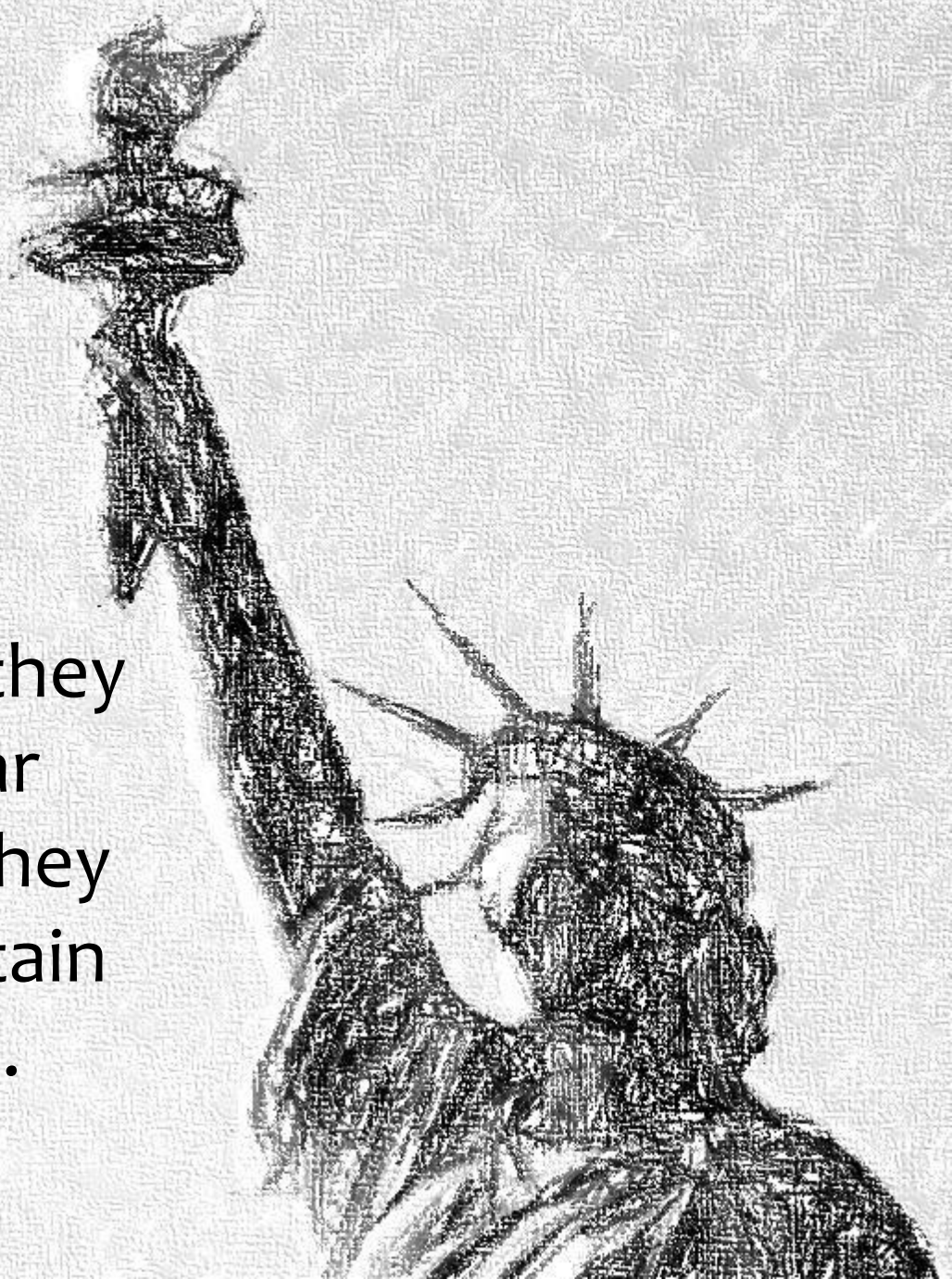
Religion/Creed



Harassing conduct related to an individual's deeply held beliefs and/or practices.

National Origin

Treating people unfavorably because they are from a particular country, or because they appear to be of a certain ethnic background.
(even if they are not)





Age



Disability

Age

A close-up photograph of an older man with glasses looking through a microscope in a laboratory setting. The man is wearing a dark shirt and has a focused expression. The background is blurred, showing what appears to be a laboratory environment with various pieces of equipment.

Prevents employees over the age of 40 from being unfairly fired, demoted, or offered reduced pay or benefits.

Americans with Disabilities Act

A person is sitting in a blue wheelchair on a paved path. The person's legs and feet are visible, wearing blue jeans and dark shoes. The background is a blurred outdoor setting with green grass and trees under a bright sky.

What is a disability under the act?

How do you give notice?

What is a reasonable accommodation?

Interactive process (w/ HR & Documentation)



GINA

Genetic Information Nondiscrimination Act of 2008

An employer may never use genetic information to make an employment decision because genetic information is not relevant to an individual's current ability to work.

Retaliation

Harassment based upon an individual's participation in a protected activity.

- Complaining of discrimination or harassment
- Supporting another employee's complaints of discrimination or harassment
- Participating or assisting in investigations of discrimination or harassment

Retaliation 55%

Protected activity

Adverse action

Evidence linking the two

Our Responsibility...

Prevent discrimination in hiring and promotions

Model and set expectations for a culture of respect in the workplace

Immediately address and report instances of inconsistent cultural behaviors

Take all reports of harassment and discrimination seriously

- Do not investigate harassment or discrimination reports yourself

- Report to Human Resources



Equity

Achievement

Camaraderie

Mark Stephens
Stephens Training and Consulting
www.mstephenstc.com
817-368-7494

Thank You!