

GreenCorp is a medium-sized business located in Portland, Oregon, and is an international manufacturing company specializing in renewable energy systems with approximately 25 employees. The organization is unionized and operates on a global scale. With cutting-edge technology and a passion for environmental sustainability, GreenCorp is a leading provider of efficient and cost-effective renewable energy systems.

Introduction

Importance of Equal Employment Opportunity

Equal employment opportunity is a critical part of any successful and ethical organization. As the HR director, it is my responsibility to ensure that all employees are treated fairly, irrespective of their sexual orientation, religion, gender, and race. The success of any organization depends heavily on its people, so it is important to cultivate a diverse and inclusive workplace where everyone can thrive. By creating an understanding and supportive environment for all employees, GreenCorp will be able to attract as well as retain the most talented individuals around the world. This in turn will help the company achieve its goals by providing innovative and cost-effective solutions to the clients. Furthermore, by adhering to fair and equitable employment standards, GreenCorp will gain the trust of its customers and stakeholders who recognize the importance of a fair and just workplace. Ultimately, equal employment opportunity is vital for creating an engaged workforce that can drive success for the organization.

Body Paragraph 1

Body Paragraph 2

Furthermore, it is important to have up-to-date knowledge about federal laws against discrimination as an HR director because it is essential to comply with the legal requirements of the organization. Federal laws are in place to ensure that all employees are treated equally and with respect. It is my responsibility as the HR director to ensure that all employees are aware of these laws and their rights within the workplace. Additionally, having up-to-date knowledge of

federal laws against discrimination will help protect the organization from potential litigation for not following the law which can have serious financial and legal implications.

### **Federal or State Discrimination Laws**

Three federal or state discrimination laws that I consider to be important for my organization are the Civil Rights Act of 1964 (Title VII), the Age Discrimination in Employment Act of 1967, and the Americans with Disabilities Act of 1990. The Civil Rights Act prohibits employers from discriminating against employees based on race, color, religion, sex, and national origin (Code, 2020). People who are 40 or older are protected from age discrimination in the workplace by the Age Discrimination in Employment Act (Button, 2020). Finally, the Americans with Disabilities Act makes it illegal for businesses to discriminate against people based on their disability if they are otherwise qualified for the position.

### **Evaluation Of the Laws**

The three discrimination laws mentioned above help ensure that all employees in my organization are treated fairly and equally and have the same opportunities for growth and success regardless of their race, gender, religion, sexual orientation, or ethnicity. All these laws address forms of discrimination that could have a significant impact on the organization, both legally and financially (Neumark et al., 2017). Complying with these laws is essential to ensure that the organization is creating a safe and non-discriminatory workplace. Additionally, by following these laws, GreenCorp will be able to attract and retain talented employees, while creating a positive workplace culture and protecting the organization from potential lawsuits. By following these laws and ensuring that the policies are up to date with current regulations, the company will be able to create an equitable environment for all of its employees.

### **Summary Of the Total Amount Of Charge Statistics**

According to the Equal Employment Opportunity Commission (EEOC), in 2018, there were 3,876 charges of discrimination filed in Oregon against employers based on violations of the Civil Rights Act of 1964, Age Discrimination in Employment Act of 1967, and Americans with Disabilities Act of 1990 (Jesse, 2022). Of those charges, 1,303 were related to race, 1,082 were related to age, and 841 were related to disability. Additionally, there were 111 charges of retaliation and 164 charges of sex discrimination filed in Oregon that year. These statistics demonstrate a need for organizations, like GreenCorp, to prioritize anti-discrimination measures in order to create an equitable work environment and comply with federal regulations.

### **Nondiscrimination Policy**

GreenCorp is dedicated to creating a welcoming and safe work environment for all of its employees, free from harassment, intimidation, and other forms of bias-motivated misconduct. Regardless of an individual's race, color, age, disability, sex, or any other characteristic protected by law, we are committed to providing equal employment opportunities for all employees and applicants. GreenCorp strictly prohibits any form of discrimination, harassment, or retaliation in the workplace and is committed to providing a safe and respectful environment. Likewise, the company also encourages all employees to report any instances of discrimination, harassment, or retaliation so that they can be addressed promptly and appropriately. We also strive to maintain an atmosphere where employees are able to express their opinions and concerns without the fear of retribution. GreenCorp is committed to continually updating its policies and procedures in compliance with state and federal laws. We are committed to creating a workplace where all employees are respected, appreciated, and valued. Anyone caught participating in discriminatory practices, harassment, or retaliation will be dealt with disciplinary action. By implementing these

policies and procedures, GreenCorp is committed to fostering an equitable workplace where all employees can thrive and have the opportunity to reach their full potential. We recognize that our success depends on every employee having access to equal opportunities regardless of race, gender, religion, sexual orientation, or ethnicity. We are committed to making sure that all employees are treated fairly and with respect, and that their rights as citizens of America are upheld.



College Essays

### References

Button, P. (2020). Population aging, age discrimination, and age discrimination protections at the 50th anniversary of the age discrimination in employment act. Springer.

Code, S. C. (2020). Of The Civil Rights Act Of 1964.

Jesse. (2022, May 28). Top 4 Oregon Discrimination Cases by Meyer Employment Law. Meyer Employment Law. <https://oregonworkplacelaw.com/top-4-oregon-discrimination-cases/>

Neumark, D., Song, J., & Button, P. (2017). Does protecting older workers from discrimination make it harder to get hired? Evidence from disability discrimination laws. *Research on Aging*, 39(1), 29–63.