

Final Project

Business Ethics

Instructor- D.McKeever

“For Unique Get Together Society”

By Group 6

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This project includes:-

- What is discrimination or racism?
- Real Stories related to discrimination.
- Root causes or sources of discrimination.
- Language of discrimination.
- How to overcome this racism or discrimination.

Discrimination

Discrimination is the unfair treatment of individuals or groups which attributed to gender, race, sexual orientation as well as when someone treat badly to anyone especially based on his/her age, color, religion, language, and gender disability. There are various types of discrimination about which I will elaborate in the following: -

Types of discrimination: -

1. **Sexual Orientation:** - Sexism is a way or expression and a discrimination based on gender, especially against girls and women.

2. **Religious discrimination:** - This is a type of discrimination in which people treats unequal just because of one's religion or belief. This can be seen anywhere such as on workplaces, in colleges or universities.
3. **Employment discrimination:** - Treating different in the workplace refers to employment discrimination in which not hiring to an educated person, giving a small pay wages to those employee who work better, and firing promotions to a capable worker, and these things occur because of their religion, language, age, as well as gender difference.
4. **Disability discrimination:** - Disability discrimination is occurring most of times with old age persons, and sometimes with youngest. The major reason behind why this is happening, is that because of a person who cannot walk or talk properly, then in this situation, they may have to suffer from the situation of discrimination in schools, in public places, and on roads as well.

Examples: -

There are some examples that are related with discrimination. These are in the following:-

- Harjinder is one of my school friends who was working in a gift shop after completing her school. After some months of joining, she met with an accident in which she fractured her left leg and doctor consulted her to do rest for a month, and after 30 days, when she started her job again. She was unable to lift heavyweight boxes of goods, and at that situation, she had suffered from discrimination because her employer gave small amount of salary just because of her disability to do any heavy work. After two-three months her employer refused her from job. This is an example of my friend who faced this discrimination in 2014.
- I read an article which was regarding the color discrimination. In U.S., white people are more preferring than black workers to be employed on workplaces. For instance: - my cousin told me a story about a boy, who is living in New-York, and working in Starbucks, that a boy who visited in Starbucks to give his interview, however he got rejected because his body color is not bright.
- Another example of Sarah Daghlian who worked for Australia post, had a physical disability. Australia Post accounted a new policy which

banned to those employees who were disabled to stand or using equipment's or stools at retail counters. Ms. Daghlian continued to use a stool and was dismissed for breaching the new given policy.

-Root Causes and Language of Discrimination (Powtoon video)

Link for powtoon video is here

<https://youtu.be/SuaMJ6ut46U>

Or

<https://www.powtoon.com/c/b3f2Xzllzl/1/m>

- Ways to overcome Discrimination



BE BETTER

2021

STAY FOCUSED, Stick With It

we can do this

TAKE THE FIRST STEP

Different ways to overcome discrimination in the society

1

Learn to cope things

It will easy to eliminate discrimination in society if all will learn how to cope with things and there will no conflicts between the individuals.

2

Love to being Yourself

Love yourself is a good principle to spend a better life. Things will easy to do in life, no matters what will the problem and if you love yourself then you will love all the other things and people.

3

Educate the dwellers

Education is very essential these days in this era, education knows people what is good and what is bad, it will help to recognize things and the problems that create discrimination.

4

Don't go alone

People are really strong when they are in groups and it's easy to raise the voice against the defaulters. And always share feelings and the story with their community because being quiet and bear torture from someone will not help to overcome discrimination.



5

We all are human First

people should think that we all are human first and it us which divides them in the different nationality or we can say caste, religion or groups which creates the difference between them. We should respect all type of people no matter where who is, wherefrom what language they speak and their body color and other physical appearances.

6

Government

Government plays an important role to run the country silently and peacefully, the government can set law against the defaulters or who creates violence between the people. So that nobody can have brave to do so.

Truly, speaking discrimination will vanish when people will educate and when their thinking will change for the other one.

DON'T GIVE UP

YOU CAN DO THIS

powered by

Link of above info graphic is here

<https://create.piktochart.com/output/53493479-discrimination>

HOW TO OVERCOME THE PROBLEM OF DISCRIMINATION IN WORKPLACE

100% Success

1. management should focus on workplace diversity

Firstly, it creates a diverse workplace for all employees

Ensure your workplace should racially and ethnically diverse



It will help to better serve your customers

Ensure your all employees should equally be treated and they don't feel partiality

Education



The upper level should need to educate their employees regarding diversity and inclusion training.

Education regarding racial discrimination is important for all employees.

Respect and inclusion as organizational values help to prevent from racism

Build your teamwork and coordination



45%

if all employees work together it helps to increase the teamwork and reduce discrimination



60%

It helps to increase productivity



75%

the company should need to set any discrimination policies that are beneficial for business



100%

the company needs to organize some programs which help to increase coordination which will be beneficial for the company's future.

Review your policies



management should place any discrimination policy in an organization that helps employees to participate in all activities

if somebody does any problem and does discriminate with other employees is not tolerated.

encourage employees to open communicate

1

Open communication helps to encourage employees to openly discuss their issues and problems with supervisors



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Link of above Info graphic is here:-

<https://create.piktochart.com/output/53490724-my-visual>

References:-

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