

H WEEK 10

HOME

Week 10 Assignment 3 - Submit Here

TUTORING

Assignment 3: The Value of Fair Treatment in the Workplace

Due Week 10 and worth 280 points

LIBRARY

The year is 2025 and the U.S. Supreme Court has declared all laws prohibiting discrimination in the workplace to be unconstitutional. In its opinion, however, the Supreme Court made clear that employers could voluntarily adopt policies and procedures prohibiting any and all forms of discrimination in the workplace. The Supreme Court also made clear that employers could voluntarily adopt hiring practices to diversify their workforces provided such practices did not include express preferences based upon immutable characteristics.

CAREER

MEDIA

You have been hired as a consultant by a large, nationwide retailer to examine the business case for ensuring that all of the employee protections are found within the federal anti-discrimination laws, as well as the business case for prohibiting any other forms of discrimination in the workplace.

Write a four to six (4-6) page report in which you:

1. Analyze the benefits and costs of voluntarily prohibiting three to five (3-5) federal forms of discrimination prohibited under the federal anti-discrimination laws.
2. Discuss the benefits and costs of voluntarily prohibiting a form of discrimination not covered by any of the federal anti-discrimination laws.
3. State the benefits and costs of voluntarily adopting hiring and promotion practices designed to diversify the workforce.
4. Evaluate the ethical considerations of not voluntarily prohibiting the forms of discrimination laws examined in the first part of your report. Next, determine the ethical considerations of not voluntarily adopting hiring and promotion practices to diversify the workforce.
5. Provide a final recommendation to this retailer on whether or not they should ensure all, part, or none of the employee protections examined in the first part of your report. Your recommendation should also include whether or not the retailer should adopt hiring and promotion practices designed to diversify the workplace. Be sure to include a rationale for your recommendation along with an explanation for any rejections of contrary positions or other pertinent considerations.
6. Use at least three (3) quality academic resources in this assignment. **Note:** Wikipedia and other Websites do not qualify as academic resources.

Your assignment must follow these formatting requirements:

- Be typed, double spaced, using Times New Roman font (size 12), with one-inch margins on all sides; citations and references must follow APA or school-specific format. Check with your professor for any additional instructions.
- Include a cover page containing the title of the assignment, the student's name, the professor's name, the course title, and the date. The cover page and the reference page are not included in the required assignment page length.

The specific course learning outcomes associated with this assignment are:

- Analyze and apply the concepts of ethical decision making, corporate governance and corporate social responsibility.
- Analyze and evaluate the employment-at-will doctrine and the statutory protections afforded employees.
- Analyze and evaluate issues in modern contract law.
- Use technology and information resources to research issues in law, ethics, and corporate governance.

Grading for this assignment will be based on answer quality, logic / organization of the paper, and language and writing skills, using the following rubric.

Points: 280		Assignment 3: The Value of Fair Treatment in the Workplace		
Criteria	Unacceptable Below 70% F	Fair 70-79% C	Proficient 80-89% B	Exemplary 90-100% A
1. Analyze the benefits and costs of voluntarily prohibiting three to five (3-5) federal forms of discrimination prohibited under the federal anti-discrimination laws. Weight: 10%	Did not submit or incompletely analyzed the benefits and costs of voluntarily prohibiting three to five (3-5) federal forms of discrimination prohibited under the federal anti-discrimination laws.	Partially analyzed the benefits and costs of voluntarily prohibiting three to five (3-5) federal forms of discrimination prohibited under the federal anti-discrimination laws.	Satisfactorily analyzed the benefits and costs of voluntarily prohibiting three to five (3-5) federal forms of discrimination prohibited under the federal anti-discrimination laws.	Thoroughly analyzed the benefits and costs of voluntarily prohibiting three to five (3-5) federal forms of discrimination prohibited under the federal anti-discrimination laws.
2. Discuss the benefits and costs of voluntarily prohibiting a form of discrimination not covered by any of the federal anti-discrimination laws. Weight: 20%	Did not submit or incompletely discussed the benefits and costs of voluntarily prohibiting a form of discrimination not covered by any of the federal anti-discrimination laws.	Partially discussed the benefits and costs of voluntarily prohibiting a form of discrimination not covered by any of the federal anti-discrimination laws.	Satisfactorily discussed the benefits and costs of voluntarily prohibiting a form of discrimination not covered by any of the federal anti-discrimination laws.	Thoroughly discussed the benefits and costs of voluntarily prohibiting a form of discrimination not covered by any of the federal anti-discrimination laws.
3. State the benefits and costs of voluntarily adopting hiring and promotion practices designed to diversify the workforce. Weight: 20%	Did not submit or incompletely stated the benefits and costs of voluntarily adopting hiring and promotion practices designed to diversify the workforce.	Partially stated the benefits and costs of voluntarily adopting hiring and promotion practices designed to diversify the workforce.	Satisfactorily stated the benefits and costs of voluntarily adopting hiring and promotion practices designed to diversify the workforce.	Thoroughly stated the benefits and costs of voluntarily adopting hiring and promotion practices designed to diversify the workforce.

rejections of contrary positions or other pertinent considerations. Weight: 15%	not submit or incompletely included a rationale for your recommendation along with an explanation for any rejections of contrary positions or other pertinent considerations.	recommendation along with an explanation for any rejections of contrary positions or other pertinent considerations.	recommendation along with an explanation for any rejections of contrary positions or other pertinent considerations.	rationale for your recommendation along with an explanation for any rejections of contrary positions or other pertinent considerations.
6. 3 references Weight: 5%	No references provided	Does not meet the required number of references; some or all references poor quality choices.	Meets number of required references; all references high quality choices.	Exceeds number of required references; all references high quality choices.
7. Clarity, writing mechanics, and formatting requirements Weight: 10%	More than 6 errors present	5-6 errors present	3-4 errors present	0-2 errors present

4. Evaluate the ethical considerations of not voluntarily prohibiting the forms of discrimination laws examined in the first part of your report. Next, determine the ethical considerations of not voluntarily adopting hiring and promotion practices to diversify the workforce. Weight: 20%	Did not submit or incompletely evaluated the ethical considerations of not voluntarily prohibiting the forms of discrimination laws examined in the first part of your report. Did not submit or incompletely determined the ethical considerations of not voluntarily adopting hiring and promotion practices to diversify the workforce.	Partially evaluated the ethical considerations of not voluntarily prohibiting the forms of discrimination laws examined in the first part of your report. Partially determined the ethical considerations of not voluntarily adopting hiring and promotion practices to diversify the workforce.	Satisfactorily evaluated the ethical considerations of not voluntarily prohibiting the forms of discrimination laws examined in the first part of your report. Satisfactorily determined the ethical considerations of not voluntarily adopting hiring and promotion practices to diversify the workforce.	Thoroughly evaluated the ethical considerations of not voluntarily prohibiting the forms of discrimination laws examined in the first part of your report. Thoroughly determined the ethical considerations of not voluntarily adopting hiring and promotion practices to diversify the workforce.
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