SNS COLLEGE OF TECHNOLOGY

Coimbatore-35.
An Autonomous Institution

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Affiliated to Anna University, Chennai

COURSE NAME : 19GET201 PROFESSIONAL ETHICS & HUMAN VALUES

IV YEAR/ VII SEMESTER

UNIT – III RESPONSIBILITIES AND RIGHTS

TOPIC: Discrimination in professional ethics

Discrimination in professional ethics

discrimination

- is morally unjustified treatment of people on arbitrary or irrelevant grounds.
- Because of caste, sex, religion and language are regressive actions.
- Is to condemn it.
- Reverse preferential treatment is giving an advantage to a member of a group that in the past was denied equal treatment, in particular, women and minorities.

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Direct Discrimination:

This occurs when individuals are treated less favorably than others based on a protected characteristic. For example, not hiring a qualified candidate because of their gender.

Indirect Discrimination:

This involves policies or practices that, while seemingly neutral, disproportionately impact individuals with certain protected characteristics. For example, a dress code that excludes cultural or religious attire.

Harassment:

Includes unwelcome behavior related to a protected characteristic that creates a hostile work environment.

For example, offensive jokes or derogatory comments about someone's ethnicity.

Legal and Organizational FrameworksAnti-Discrimination Laws: Laws such as the Civil Rights Act (U.S.), the Equality Act (U.K.), and similar legislation in other countries prohibit workplace discrimination and provide mechanisms for legal recourse.

Organizational Policies: Companies often have specific anti-discrimination policies and codes of conduct that outline acceptable behavior and procedures for handling complaints.

Professional Codes of Ethics: Many professional associations have codes of ethics that address discrimination and promote principles of fairness and equality.

Addressing Discrimination

Training and Education: Providing training on diversity, equity, and inclusion helps employees understand and recognize discriminatory behavior and biases.

Clear Policies and Procedures: Establishing and communicating clear anti-discrimination policies, along with procedures for reporting and addressing complaints, helps create a fair and inclusive workplace.

Supportive Reporting Mechanisms: Implementing confidential and accessible reporting mechanisms allows employees to raise concerns about discrimination without fear of retaliation.

Enforcement and Accountability: Ensuring that discriminatory behavior is addressed promptly and that appropriate disciplinary actions are taken is crucial for maintaining ethical standards.

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