

A Case of Discrimination

Activity B
Chapter 3

Name _____

Date _____ Period _____

Read each of the cases described below and decide if discrimination might have occurred. Record your answers and solutions in the spaces provided.

Case I

Frank was promoted to the position of cashier. He worked in an entry position for 90 days before the promotion. Susan worked for the company full time for almost 18 months and is working as an assistant cashier. Susan believes she was discriminated against by their supervisor. She feels the promotion to the position of cashier should have been hers.

1. Do you think Susan has been discriminated against? _____
2. What reasons might the employer have for promoting Frank rather than Susan? _____

3. What would you tell Susan to do in this situation? _____

4. What reason would Susan have for filing a discrimination complaint? _____

Case II

Mr. Rojaz was recently laid off from his job. He had worked for the company for 17 years. During that time, he had received five promotions, and he thought he was due for another one. Mr. Rojaz said he should have suspected the layoff because the company favors giving younger employees a chance. Most of his coworkers were also dismissed when they were about his age.

1. Do you think Mr. Rojaz has been discriminated against? _____

2. What reasons might the employer have for letting Mr. Rojaz go? _____

3. What would you tell Mr. Rojaz to do in this situation? _____

4. What reasons would Mr. Rojaz have for a discrimination complaint? _____

Is This Sexual Harassment?

Activity C Chapter 3

Name _____
Date _____ Period _____

Read each of the statements given below. Decide whether the situation describes possible sexual harassment. Give the reasons for your conclusions.

1. "We have always had men and women working here. They always worked well together. We've always told jokes to each other. What's the big deal? Now that someone new is here, we can't tell jokes anymore?"

2. "Look, this is a body shop. Our suppliers provide us with the calendars. So some of them have naked models. So what? Is that a crime?"

3. "I was not talking to them. That conversation was between the two of us. How can that be harassment?"

4. "This has always been all women employees in this part of the company. He's a guy. How can we be sexually harassing him?"

5. "I don't like Mr. Jones. He's always on my case. I'm going to charge him with sexual harassment. That will fix him. Besides, what can happen to me?"
