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Professor

Course

March 27, 2018

HRM Response

**Question 1**

According to the disparate treatment theory, human resource management policymakers engage in discriminatory practice oblivious of such an influence in their actions. As long as there are the chances of some employees feeling that they receive certain treatment or are required to behave in a certain way due to their gender, then the case could be termed as discriminatory. Ultimately, the requirement by various organizations to have men and women dressed in a particular way could be termed as a discriminatory policy as the different employees would need to behave in such a particular way due to their gender orientation. Ultimately, the policy amounts to gender discrimination, particularly where the enforcement of the policy is extreme with severe consequences to those that fail to abide by the said policy.

In some companies, a requirement is made that employees dress in a particular way, that would essentially distinguish them from those that show up at the institution to receive certain services. However, the dress codes are often flexible enough to allow a variety of either employee depending on his or her preferences. This reduces the chances of discrimination as there is always a leeway for one to dress within his or her comfort area but abiding by the distinguishing characteristics of the organization’s dress code. However, where the dress codes are strictly related to the employee's gender, and enforcement made so strict that one could suffer the consequences of lack of adherence, then such can easily be termed as gender discrimination. Otherwise, where the laws are strict on certain dress codes for men and a different one for men, with limited enforcement, then such is merely gender-based prejudice within the workplace environment.

**Question 2**

Workplaces are comprised of different individuals with varied opinions on a myriad of issues. The gender question does not have a homogenous answer across the country, implying that there are people who are strongly opposed to same-sex marriage, the reason for varied opinions by state courts on the matter. Essentially, not all states have legalized same-sex marriage, which presents a rough idea of the environments in the workplace following the ruling that certain provisions need to be made for same-sex couples in the workplace. Currently, the conversation on discrimination of women in the workplace on issues such as equal pay and opportunity are still unaddressed. This has resulted from a myopic opinion of the activities in which women could excel. Under different circumstances, managers tend to favor men over women, and including members of the LGBT community into the workplace as a recognized group would only complicate the situation for human resource managers.

The managers will now need to develop an approach to dealing with direct gender-based violence as some workers may openly make their position on same-sex marriage known. In some cases, these employees may have highlighted their opinion on the issue during the hiring process, which made it clear to the management of their position. Consequently, getting such employees to work in an environment with people whose values they are strongly opposed may present a challenge to the productivity level within the firms in question. Consequently, one of the primary challenges that HRM managers will have to grapple with in the face of the new development will be in the management of conflict between the employees.