Student’s Name

Course Title

Professor

Date

Discrimination in the Workplace

Introduction

The issue of discrimination still prevails in the United States even today. By looking at the various concerns amongst the inhabitants of the United States, concerns mostly emphasize on creation of equal opportunities rather than the promotion of equal results. The need to create an equal opportunity for everyone is one of the biggest issues causing so much debate about equality concerns. According to Fekedulegn et al. (n.d), discrimination in terms of race, color, sex, religion, and national origin has prevailed for more than 50 years regardless of various attempts to come up with various legislations to advocate for equality in the workplace. Since the 19th century, many Americans have suffered from discrimination in terms of income, race, sexual orientation, disability, gender, age, national origin, and sexual orientation. Most Americans claim that the inequalities that prevail in the workplaces far exceed those required to elevate the motivation of workers to work hard to increase productivity and performance. That said, the purpose of this paper is to argue that discrimination in prevails in the modern American workplaces.

Racial discrimination based on sex in the workplace is higher in the United States. Most studies reveal that blacks face higher sexual discrimination rates than their white counterparts. For instance, a recent study by Fekedulegn et al. (n.d) reveals that the rate of race-based sexual discrimination amongst blacks exceeds that of fellow whites by more than seven times. Statistically, Fekedulegn et al. (n.d.) find that sexual discrimination for blacks is 21.2% in the working places while that of the whites is 4.2%. Some of the reasons cited in Fekedulegn et al.'s (n.d.) study for the higher prevalence of sexual discrimination of black women compared to white women is that they are of a minor community and that they are women. Sexual discrimination is harmful in workplaces because it affects a person’s ability to deliver to the maximum level. Precisely, Dhanani et al. (n.d.) claim that sexual discrimination can affect the victims physically and psychologically. A study done by Roscigno (n.d.) reveals that sexual mistreatment can result in physical incapacitation of the victims as they attempt to resist. Additionally, self-esteem and trauma can result leading to poor working attitudes and low performance.

Gender discrimination also varies considerably in the workplaces in the United States. According to Fekedulegn et al. (n.d), mistreatment of workers in the workplace is higher for women than men. While many might think that gender discrimination is only against blacks, Fekedulegn et al. (n.d.) show that there is higher gender discrimination against white females compared to their fellow white males. However, the overall gender discrimination is higher for women than men. Further study to find the prevalence of sexual discrimination in U.S. workplaces has been conducted by Saad (n.d). In this study, Saad (n.d.) finds that 12% of women report sexual harassment compared to 5% of men who report sexual mistreatment. According to Saad (n.d), most of these women claim that they are asked by their seniors to offer their bodies to be promoted to a higher position. Studies from Dhanani et al. (n.d.) and Lewis et al. (n.d.) reveal that gender discrimination has negative health implications on the target individuals. For instance, Dhanani et al. (n.d.) show that gender discrimination promotes a feeling of marginalization, which can induce stress levels on the targets of gender discrimination. Poor performance is also imminent for the workers discriminated in terms of gender or sex.

While age is often overlooked as a determinant of discrimination in the United States’ workplaces, evidence reveals that age plays a major role in discriminating workers in American organizations. A study that was Roscigno (n.d) shows that the sexually harassed women are those with younger ages than older women. It is shocking to find that majority of women do not report cases of sexual harassment in the workplaces, particularly women in the lower ranks (Roscigno, n.d.). According to Mishra and Mishra (64), the issue of age discrimination has historically been present in the places of work in the United States. Although the federal government has been enacting measures to ensure age discrimination is eliminated, available evidence suggests that it still prevails in the places of work in the United States. For example, Nikolaev and Pavlova (10876) find in their study that workers in their middle-aged and older workers experience some form of discrimination in the workplaces than the younger workers. Similarly, this finding is supported by Mishra and Mishra (64) who find that the federal legislation continues to emphasize on companies to apply ADEA to provide equal working opportunities and benefits for the older generation as the younger generation. According to ADEA, most companies in the United States discriminate against people who are in their 40s and above. Ideally, Mishra and Mishra (64) reports that the fastest form of work discrimination is done based on age factor in the modern United States. According to Suh (n.d.), discriminating against workers based on age factor is detrimental because it makes aged workers resign their jobs earlier.

Despite attempts to promote workplace diversity, United States still represents one of the multicultural societies with stains of discrimination against workers with various types of disabilities. A recent study by Bonaccio et al. (n.d.) reveals that people with disabilities do not share equal employment opportunities like their ‘abled’ counterparts. In the United States, people with disabilities experience difficulties in finding and sustaining job opportunities. Bonaccio et al. (n.d) find that only 34.9% of people with disabilities are employed relative to an overwhelmingly 76% of ‘normal people. The reason for the underrepresentation of disabled people in U.S. workplaces is that potential employers have a negative attitude about the ability of these workers. A similar study was done by Dammeyer and Chapman (n.d) to find the prevalence of discrimination and violence against people with disabilities in U.S. workplaces. Remarkably, this study coincides with Bonaccio et al.'s (n.d) study by confirming that people with disabilities face discrimination in places of work more often than people without disabilities. It is important to note that people with disabilities can learn the skills and art of work that is done by people without disabilities. As such, employers should embrace the Equal Employment Act to ensure that people with disabilities get equal chances to work as people without disabilities.

While religion plays an important role in preaching equality of all people, it shocks me to find that American organizations make people vulnerable to religious-based discrimination. According to Akhtar (7), the Equal Employment Opportunity Commission holds the responsibility of ensuring that workplace discrimination comes to a halt and has been extended to include discriminating people based on their religious affiliation. The Supreme Court of the United States claims that an individual’s religious practices should be accommodated in the workplace as long as it does not cause problems to other employees. However, despite these provisions, American organizations discriminate against people on the basis of their religion. Essentially, this is why some forms include the religious affiliation section for candidates to fill when they are applying for jobs. A recent study conducted by Vang et al. (n.d.) reveals that the growing number of religious affiliations in the United States make people fall victim to differential treatment in the places of work. While some might argue that organizations require people to fill their religious affiliation in the application forms to avoid interfering with their faith, it becomes controversial that such forms are the basis for discriminating against workers. Some organizations, for instance, are based on some particular types of religions. As such, when hiring workers, knowing the religious background of potential candidates becomes paramount. A study done by Scheitle (n.d.) reveals that about 26.9% of American workers claim to receive workplace mistreatment based on their religiosity. In the same study, 26% of U.S. workers claim that they feel they are not respected in their places of works because of the religion they are following (Scheitle, n.d.). Another 47.6% acknowledges that hostility they receive in the workplace is based on their religion but they assume it.

Conclusion

The paper focused on arguing that discrimination in U.S. workplaces persists regardless of claims that there is equality for all Americans. Research done in this paper reveals that people are discriminated against in American workplaces because of their racial background. For instance, it has been shown that a significant percentage of blacks face higher discrimination in workplaces than their white counterparts because they are perceived to be of inferior societies. Besides, this discussion has shown that people are discriminated against in American workplaces based on gender where women, both whites and blacks are discriminated against more than fellow white and black men. However, overall, gender discrimination for women is higher than that of women regardless of racial background. Similarly, age is a factor that is growing faster as a basis for discrimination of workers in American organizations. Essentially, younger and older adults do not receive the same amount of opportunities or benefits, with preferences going to the younger generation. Additionally, U.S. organizations have been found to discriminate against people based on their disabilities, whereby people with disabilities do not receive equal employment opportunities compared to people without disabilities. Similarly, American workplaces tend to discriminate people based on their religion whereby people coming from minority religious affiliation receives fewer job opportunities than people from religions that are considered major. If these elements of discrimination can be eradicated, there is no doubt that the American workplace can provide a fulfilling experience to everyone regardless of race, age, sex, nationality, gender, or religion.

Works Cited

Akhtar, Zia. "Discrimination in employment, religious symbols and the “actual knowledge” of the employer." *International journal of discrimination and the law* 19.2 (2019): 125-149..

Bonaccio, Silvia, et al. "The participation of people with disabilities in the workplace across the employment cycle: employer concerns and research evidence." *Journal of Business and Psychology* 35.2 (2020): 135-158.Dammeyer, J., & Chapman, M. (2018). A national survey on violence and discrimination among people with disabilities. *BMC public health*, *18*(1), 1-9.

Dhanani, Lindsay Y., Jeremy M. Beus, and Dana L. Joseph. "Workplace discrimination: A meta‐analytic extension, critique, and future research agenda." *Personnel Psychology* 71.2 (2018): 147-179.

Fekedulegn, Desta, et al. "Prevalence of workplace discrimination and mistreatment in a national sample of older US workers: The REGARDS cohort study." *SSM-population health* 8 (2019): 100444.

Lee, Randy T., et al. "On the prevalence of racial discrimination in the United States." *PloS one* 14.1 (2019): e0210698.Mishra, B., & Mishra, J. (2015). Discrimination in the workplace. *Journal of Higher Education Theory & Practice*, *15*(4).

Lewis, Tené T., Courtney D. Cogburn, and David R. Williams. "Self-reported experiences of discrimination and health: scientific advances, ongoing controversies, and emerging issues." *Annual review of clinical psychology* 11 (2015): 407-440.

Nikolaev, Boris, and Nataliia Pavlova. "Age Discrimination in the US Higher Education and Employment." *International Journal of Environmental and Science Education* 11.18 (2016): 10875-10883.

Roscigno, Vincent J. "Discrimination, sexual harassment, and the impact of workplace power." *Socius* 5 (2019): 2378023119853894.

Saad, L. "Working women still lag men in opinion of workplace Equity." *Gallup* (2015).

Scheitle, Christopher P., and Elaine Howard Ecklund. "Individuals’ Experiences with Religious Hostility, Discrimination, and Violence: Findings from a New National Survey." *Socius* 6 (2020): 2378023120967815.

Suh, Joo Yeoun. "Age discrimination in the workplace hurts us all." *Nature Aging* 1.2 (2021): 147-147.

Vang, Zoua M., Feng Hou, and Katharine Elder. "Perceived religious discrimination, religiosity, and life satisfaction." *Journal of Happiness Studies* 20.6 (2019): 1913-1932.

Wallace, Michael, Bradley RE Wright, and Allen Hyde. "Religious affiliation and hiring discrimination in the American South: A field experiment." *Social Currents* 1.2 (2014): 189-207.