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Equal Employment Team Project

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Equal Employment Team Project

Abstract: Equal employment opportunity (EEO) is a key chapter in any human resources management books. Unequal employment treatment is prevalent. In 2018, the Equal Employment Opportunity Commission received 554,000 calls and emails concerning potential discrimination claims. Since most students do not have unequal employment experience, it is critical to find some ways to allow students to see how others suffered from unequal employment treatment and think about how to avoid such behaviors. The team project encourages students to find EEO related cases and discuss the implications to the business in a presentation.

Key Words: Q2S, ISSUES-X, Team Project, Participation

Equal Employment Team Project

The project involves each group find a case(s) relevant to one type of employment discrimination and preparing a presentation. The purpose of the project is for the student to recognize the discrimination when they arise in the work environment, and to become acquainted with the critical consequences of violating equal employment opportunity (EEO) laws in the business.

Employment discrimination topics are as follows:

1. Age Discrimination
2. Color Discrimination
3. Disability Discrimination
4. Gender Discrimination
5. National Origin Discrimination
6. Pregnancy Discrimination
7. Race Discrimination
8. Religion Discrimination

Assignment

1. Each group will prepare PowerPoint slides (15 minutes presentation) that will be presented in class.
2. The content of the slides can include (but not limited to) an introduction to related equal employment laws, related case(s), lessons learned from the case(s), suggestions to organizations/managers, and questions and answers.

Key Deliveries

1. Submit the selected topics (choose three from the eight topics listed above, list them in the order of preference) to the Blackboard group assignments folder.
2. For the topic, find a case(s), submit the link(s) to the case(s) to the Blackboard.
3. Develop a PowerPoint describing the issue and any other relevant content and submit the completed final PowerPoint to the Blackboard before class.
4. Write a short paragraph summarizing your contribution and submit it to the Blackboard.
5. Grade your group members' participation statement.

Grading

The grade will be based on the quality of the work evident in the PowerPoint slide of the presentation, the in-class presentation, and the quality of the group interaction.

1. The overall quality of the presentation will help you earn up to 15 points (graded by the professor, each member in the same team receives the same score)
2. Everyone can earn up to 15 points based on individual performance (graded by the professor, each member may earn different scores)
3. Each member can earn up to 10 points based on their contribution to the group project (rated by all other group members)