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Plastesch Industry

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Plastesch Industry

The human resource director plays a crucial role in every organization. Therefore, as the first human resource director in the Plastesch organization, I will ensure that the company employees produce the best and achieve the firm's goals and objectives. Plastesch Industry is located in New York state and Brookhaven city. Plastesch is a state-of-the-art company that deals with the production of plastics for different companies across the world. The company has opened several distribution centers in the world. At the end of 2020, Plastesch stated that it had produced more than three billion pounds of polyethylene. Currently, Plastesch is one of the largest companies in Brookhaven city.

Moreover, the company is a family business, and it has provided almost 500 job opportunities to individuals across New York. The human resource team must recruit, hire and provide training to all the employees (Ju, 2019). the employees are divided into two groups; the union workers comprise electricians, laborers, and operators. Other employees are finance experts, safety professionals, management staff, and maintenance technicians.

The human resource team needs to ensure equal employment opportunity (EEO) in the organization. Equal employment opportunity has substantial benefits to the Plastesch industry because every employee and customer will love to work with a company that embraces equal employment opportunity and supports employee's safety. I will work to ensure there is diversity in the Plastesch industry. EEO is vital because it enhances employee engagement. After all, they can easily interact and relate with each other without discriminating other co-workers based on race, position, religion, or sex (Rodgers, 2019). Also, EEO is vital in Plastesch because it will ensure that the industry and workers are protected. After all, the policies will make workers

conscious of the acceptable behaviors, which are crucial regarding the variations in values, attitudes, and lifestyle.

Moreover, I will always be up-to-date with the federal and state discrimination laws. For instance, I have already subscribed to updates on human resource and discrimination laws through my email. The labor department is always keen on updating the rules immediately they are passed, and through subscription, I can quickly get the information instantly. Also, as a company, we will have a proficient and knowledgeable attorney to help the human resource team recognize the methods to employees and the industry culture.

Several discrimination laws can use in Plastesch Industry. Discrimination laws are created to safeguard individuals from being treated differently, provided with varying chances, or examined differently because of their race, origin, gender, physical appearance, or color. The first discrimination law essential in the Plastesch industry is ² the Equal Pay Act of 1963. US Equal Employment Opportunity Commission (2018) stated that the act prevents discernment on the foundation of sex in the compensation of payments by the company. Plastesch has employees of all gender, and thus there is a need to ensure those working on similar jobs have equal pay. Therefore, I will work to create a fair environment for men and women in the Plastesch industry.

The following discernment regulation is ³ Title VII of the Civil Rights Act. The law stipulates that employee needs to be safeguarded in discernment from the race, origin, sex, color, and religion (Hayter, 2018). Furthermore, the Plastesch industry will not discriminate against their employees due to any situation, term, or privilege of hiring. The law associates with our industry because I am determined to ensure all workers will have a sense of belonging to the industry. The sector has diverse employees from different origins and races. Therefore, it will be

vital to implement the law to create a safe working environment that every worker will feel respected.

Finally, is the ¹Age Discrimination in Employment Act of 1967. Gold (2018) emphasized that the age discernment act safeguards employees who are forty years and above from work discrimination. The same source stated that the act forbids industries from hiring, firing, or endorsing workers because of their age. Plastesch industry will utilize the old employees in providing their experiences and mentoring the young workers. As the human resource team, we will provide a safe environment that protects this population of workers and ensures they feel comfortable working.

The EEO commission is accountable for implementing all the laws. Also, it supervises and organizes all the federal EEO regulations, processes, and strategies. In the United States, EEOC presented that between 1997 and 2018, there were reported more than 1.8 million charges were reported. In New York State, the charges reported were 22,000. However, in 2020, the charges comprised 890 charges (US. Equal Employment Opportunity Commission, 2021). 22.1 percent of all charges were for equal pay, 19.7 percent, religion 9%. Also, age discrimination comprised 15%, color and race had 16.7%, and origin had 17.3%. The numbers are high in the country as well as at the state level. Therefore, the discrimination laws need to be implemented to counter workplace discrimination because New York State alone comprises nearly 5% of all charges in the nation.

Nondiscrimination policy is crucial in the organization because it aids the company in stating its values comprehensively. Therefore, in the Plastesch industry, we have developed a nondiscrimination policy and added the anti-harassment piece in the rule. The procedure comprises of the discussed discrimination laws in the workplace. The policy states that “it is the

policy of Plastesch Industry to guarantee equal employment opportunity without discernment or sex, color, origin or religion. Therefore, Plastesch is working to ensure a safe and respectful working environment for all workers in the industry. The industry is determined to create an ecosystem where all people are treated with dignity and does not neglect any form of harassment at work. Any violation of this policy will lead to immediate job termination.”

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