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by H Jk

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Employment Act

Student's Name

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Employment Act

Question 1

In the employment act, it is unlawful to discriminate against any age, especially when it comes to promotion, hiring or firing. Therefore, a company or agency can indicate that age limitation is a BFOQ for the required position they are advertising for (Cavico & Mujtaba, 2016). For instance, an advertisement can read that a company is looking to hire bus drivers aged 40 years and above with the experience of being a bus driver. This means that individuals below 40 years cannot apply for this post even though they are qualified for it because of the age limitation. Under the Age Discrimination Employment Act, it is against the law to discriminate individuals who are aged 40 years and above when it comes to work assignments, hiring, compensation, recruitment and promotion (Hunter et al., 2019). An example of age discrimination is when an individual is working at a shop and is replaced by a younger person by being made redundant. During an interview, the interviewee is asked about their age then later denied the position because the agency is looking for a more mature employee. As the head of human resources, I would ensure that I eliminate any form of age discrimination when posting a job advertisement. When hiring or interviewing a candidate, I will ensure the questions asked are based on their qualifications and not age.

Question 2

The most viable energy source that calls for energy independence in the United States is the use of fossil fuels (Covert et al., 2016). I believe it is the most viable source because it used on a day to day basis for instance fuel such as gasoline is used for fueling cars, jets and aeroplanes. Other fossil fuels like natural gases are used for cooking, lighting and heating. Using fossil fuels has led to the independence of the United States because of the revenue it brings to

the country, and the number of jobs US citizens has acquired in mining and transport sectors across the country.

References

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