Ujjwal Poudel

[Mini Reflection#2] [301284284]

[Gned400001]

[week 3 assignment]

**How does this situation make you feel?**

This situation made me feel unpleasant. Because of his religion, the qualified Technician was not hired. It is the sign of discrimination.

**Do you think they had an obligation to stand by their equity policies, or does business come first?**

I don’t think they really had an obligation to stand by their equity policies, the equality in workplace comes first. There were many ways they could fit him in the business.

**As leaders within their industry, what consequence could this decision, or similar decisions, have?**

The consequence is really worse in my view, the decision they made is totally regarded as discrimination. They specified no any reason for rejecting his application, it makes the theme of discriminated workplace. The reputation of the company will be low as everyone cannot fit under company policies, the company also needs to adapt with the workers. Also, the employers in the company may feel they face similar experience in the future.

**What alternative did they have?**

The alternative is really simple in my view, they could consult with other employers and ask for their concerns about the situation and the employers who do not have problems regarding this can be grouped with him.

**Would you have hired the technician? If yes, why? If no, why not?**

Definitely, I would have hired the technician because his qualification would surely help the company to grow. Furthermore, the adjustment could be done so simply, that there would not even had chance to reject him.

**What would you do to deal with a similar situation in the future?**

If I was the manager of the company, I would have made sure about different consequences the employer may face in the future to prevent discrimination. As, an example If I talk about the issues in the interview with other employer in the upfront, they have the chance to reject the offer of the company and not be in the situation. However, if they accept there will not be any problem in the future.