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Business Ethics

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28) Discrimination

In theChapter 7 focused on Discrimination in Velasquez’s *Business Ethics,* talks about discriminations nature and its extent on the effect of business and ethics overall. In this chapter first explains what discrimination is. He states that discrimination is the wrongful act of distinguishing illicity among people not on the basis of individual merit, but on the basis of prejudice or some other invidious or morally reprehensible attitude. Logically, discrimination is unethical. Depending on the where the description ation may take place, it can come in different forms. Velasquez states different forms of discrimination such as Intentional Discrimination which is conscious and deliberate discrimination. Unintentional Discrimination is discrimination that is not consciously or deliberately sought, but is brought about by stereotypes or as unintended outcome. Individual discrimination is the discrimination of one or a few individuals acting on their own. Institutional discrimination is discrimination that is the result of the actions of all or many of the people in an institution and of their routine processes and policies. In the case “Helping Patients and Plainfield Healthcare Center” as African-American nurse was facing both Individual Discrimination and Institutional Discrimination. As a CNA the african-american nurse Brenda Chaney was a CNA, which is certified nurse assistant. A CNA helps assists nurses and help with attending the needs of patients along with other CNAs. Unfortunately some of the patients in the facility only wanted help from white CNAs. So on the daily assignment/help sheets the phrase “Prefers No Black CNAs” was written on them. By law patients are given the right to make any request they want within the legal limits of course. This law even overrides discrimination laws set in place. Over time the true nature of the white CNAs were shown when they hurled racial slurs towards Brenda. Sadly, Brenda was fired because she was falsely accused of cursing when helping a patient. This is the pinnacle of unethical business. Even though the patients can make those requests, African-American nurses should still have the right to get a job in the facility. If any nurse or patient makes in racial slur or comment, they should be dealt with in a legal fashion. In the case of Brenda getting fired she unfortunately had the facility against her, which is something that no one regardless of their skin color, gender, or religions should ever face.