Matthew Austin

Business Ethics

Wennemann

2017

31.) Woman’s Walmart Case

In April of 2010 the eleven member Ninth circuit U.S. Court of Appeals in San Francisco ruled in a case that accused Wal-Mart Stores, Inc Of discriminating against its U.S. female workers. For a company that states the it presents and and welcoming environment for its employees, does not seems like its holds up to its standards. In the Walmart culture they have three beliefs: “Respect for Individual”, “Service to Our Customers” and “Strive for Excellence”. Ironically this is the first time that Walmart didn't have respect for the individual as in 2000 they were accused of violating child Labor Laws and cheating immigrants out of their wages. Fastword to 2010, the six woman who who are suing Walmart hired a statistical expert that when into the Walmart's employee database. From the research it was proven that men were paid over $5,000 more than women, working the same hours and shifts. On top of that women received over 3,000 fewer promotions than men. With this information the Ninth Circuit Court Apples ruled that the woman's cases could go forward as a class action. Learning from their mistakes in discrimination, in 2008 Walmart was named in the ‘Top 40 Greatest Organizations for Woman of Color to Work.” Walmart lastly stated that they will remain committed to maintain diversity in all aspects of our business. In all honestly, if those women never filed a lawsuit against Walmart, there is probability that till this day women would have been getting paid significantly lower. Through this woman's actions of getting the justice and respect they deserve they set and explaining as well as help other woman.