

Racism Suits Against Tesla Threatens Culture

By Olivia O'Neill

What Happen?

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- Owen Diaz and his son Demetric worked at the Tesla Fremont factory as contract workers
- After working at Telsa for a brief period of time they experienced and witnessed patterns of racist and vulgar condemnation from supervisors
- After Demetric was fired and Owen quit they decided to sue
- They are not only suing Tesla but also contracting firms, West Valley Staffing Group and Citistaff Solutions, as a joint employer
- Unlike many direct Tesla workers, the two contract workers were not required to settle the dispute through arbitration so they took it public

Tesla's Reaction

- Tesla argues that both men did not properly report their complaints or use their resources for addressing discrimination
- They also claimed to be unaware of the events occurring
- To combat they sent a staff wide email explaining how serious this matter is to the company, and although they can't stop every person from engaging in this behavior, they will continue to foster a healthy working environment going forward
- Implemented online discrimination and harassment training

Problem with Organizational Culture

- A proper organizational culture requires shared values and behaviors, proper structure, and strong relationships
- In this case, Tesla does not exemplify these ideals
- Both Owen and Demitri claim to have brought to their supervisors attention what was going on
- The two men say their reports were rejected or ignored
- This type of misreporting is an abuse of power

Tesla's intense work culture

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- This news brings unwanted attention and disclosure about tesla's culture
- More specifically how they treat their contract workers who are important for acceleration of production
- Workers have stated that contract workers are becoming very common for the Fairmont factory as they are trying to expand production of their newest model
- This brings into question the type of work environment Telsa fosters
- <https://www.teslarati.com/tesla-intense-work-culture-frenetic-pace-attracts-young-job-seekers/>

Sources

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