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### Discrimination and Harassment Claims

The article analyzes the issue of discrimination and harassment in the construction industry by demonstrating how the issue develops and affects the members of the workforce. According to the article, it is clear that some of the issues affecting female employees are more common than others. The author demonstrates a clear understanding of the issue by indicating expert opinion and showing their views on the topic. Based on the author's account, there is sufficient evidence that professionals in the industry have experienced issues of claims and harassment. Each of the claims is supported by evidence and details of how the media, construction companies, and employees report harassment.

As the text evolves, Slowey provides examples and instances where employees have reported instances of discrimination and made claims to authorities. Additionally, the article provides examples of instances where individuals have suffered discrimination based on racial and gender profiling. Additionally, the author deepens the understanding on the claims of harassment with specific instances where people suffer discrimination in the workplace. Slowey then demonstrates how the employees in the construction sector are disproportionately affected by discrimination. Evidence from specific examples on discrimination show how workers face harassment and individuals who have sued companies.

Evaluation plays a critical role in providing evidence and details to support claims in the article. Slowey describes the cases where individuals have felt discriminated against and others have accused the employers of unfair treatment or harassment. First, the author provides details of harassment to show how workers may be mistreated or harassed by their employers and contractors. Therefore, the article provides evidence showing the need for the managers of construction companies to identify and employ solutions to deal with harassment. Therefore, the audience is gradually introduced to the issue of injustices that may affect the performance of employees and company in general. Thereafter, Slowey offers solutions and expert opinion on how these solutions can be employed to deal with harassment and claims in the company.

According to the article, managers of companies and contractors can develop solutions to prevent and control the issues of discrimination, injustices, and harassment of employees. However, the author identifies grey areas where most of the solutions of dealing with discrimination may not be applicable. For instances, contractors may protect themselves from liabilities associated with discrimination reports in the workplace. However, they are often forced to work with subcontractors who may not have effective policies to manage discrimination claims among the employees. The author emphasizes on the incorporation of practices that protect the employees from these cases of harassment.

Slowey concludes that companies, especially in the construction sector, need to employ policies and practices aimed at reducing discrimination in the workplace. Prevention is more effective and cheaper than solutions aimed at dealing with discrimination when it has already occurred. Therefore, the article concludes that biasness and harassment are real issues affecting the construction sector. Therefore, it is critical that managers create solutions and methods to

deal with cases of harassment in the workplace. These challenges may not affect companies in the same way and it is essential that the solutions employed deal with company-specific problems. Managers need to identify how discrimination could specifically affect their companies and delay growth and performance.

The author builds on earlier conclusions by demonstrating how companies face a wide range of challenges associated with cases of discrimination. From the start, the article demonstrates how the challenges of harassment may differ from one company to another, influencing employee productivity. Discrimination based on race and gender may occur differently depending on the diversity in the workplace. The article builds on these conclusions by showing how in-house solutions are more applicable than general approaches to handling harassment. According to the author, dealing with discrimination and harassment claims requires both preventive and response measures.

The author could improve on critical thinking by showing how the variations in issues of harassment could affect the application of solutions. In this article, there is evidence that employees face different types of discrimination. The author could improve on critical thinking by showing how the approaches of dealing with harassment could be employed based on the most imminent issue of harassment in the workplace. Employees, managers, and contractors face different challenges dealing with issues of harassment and discrimination. Therefore, the article could demonstrate how discrimination based on gender, age, and race may affect the implementation of the proposed solutions.

Slowey, Kim. Dotted Line: How to Conduct Business in a World of Discrimination and Harassment Claims. 28 Aug 2018. *Construction Dive*.

<https://www.constructiondive.com/news/dotted-line-how-to-conduct-business-in-a-world-of-discrimination-and-haras/529869/>