



Case Scenario

FOR GROUP DISCUSSION

MODULE 2, LESSON 4

ETHICS OF BUSINESS RECOGNITION

Introduction

You've partnered with Smith's Garden Center for several years. They have successfully employed several individuals with disabilities and strive to create an inclusive workplace. You would like to honor them at an upcoming Chamber of Commerce meeting.

Scenario

You know that Smith's Garden Center has a strong history of hiring people with disabilities. You also know that their workplace, website, and hiring materials are completely accessible and that they are in compliance with wage and hour standards under FLSA (Fair Labor Standards Act).

Knowing this, you run through a list of potential violations that would make it unethical to recognize their good work.

Branching Scenario #1:

Question: Do they have any judgments against them for being discriminatory?

Option 1: I've worked with them for so long, I'm sure they don't have any judgments against them.

(Response: It's best practice to never take things for granted, and it's better to be safe than sorry. Make sure you check before proceeding.)

Option 2: Hmmm, I'm not sure. I should check before recognizing them.

*(Response: **Absolutely!** This is important to confirm before moving forward with recognition.)*

Branching Scenario #2:

Question: Also, are they an Equal Employment Opportunity (EEO) employer?

Option 1: I have heard that they are an EEOC employer from my colleagues, so I am comfortable with that information.

(Response: Let's try again. While that may be true, it doesn't sound like you know for sure. You should confirm before formally recognizing them.)

Option 2: Hmmm...I think so, but I should double-check.

*(Response: **Good thinking!** It is important to confirm before formally recognizing them, so double-checking is a good idea.)*

Recognizing the good work of employers is beneficial for both of you.

Just remember to do your due diligence to ensure there are no ethical barriers to that recognition.

Follow-up:

Some places you can verify a business's practices may include:

- Your state's Human Rights Office, which may have reciprocal agreements with EEOC.
- U.S. Equal Employment Opportunity Commission
- Your state's Wage and Hour office
- ***Are there other sources of factual information you can use to verify the business's practices?***