

Anti-Discrimination Laws In Hiring

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Each business tries to attract as well as hire the right individuals for the job seeking. However, many managers and hiring departments should be highly equipped to avoid violation of discriminatory laws during the process of hiring the individual. The [anti-discrimination](#) regulations state that all individuals must be treated equally and command that in employing people, they should be treated on a similar premise without discrimination of sex, race, age, or ethnicity, among others.

Job Advertisement

Job Description: Assistant Engineer

An assistant Engineer is a professional who carries out his work under the senior engineers and performs duties according to the directions given by the senior engineers. In engineering, there are diverse fields like civil and mechanical IT, among others. The assistant engineer reinforces the building projects through the adjustments and implementations of engineering systems by performing examinations as well as planning reports and estimations.

Assistant engineering is a vital profession in any team, and that is why I do not need any other kind of business to fill the position but rather a qualified assistant engineer. The Assistant Engineer position I need to fill will play a very critical role in daily engineering projects, as well as teach me to adapt engineering principles and techniques to various technological fields in the engineering sector. You will conduct many diagnostic tests and inspections of the ongoing hardware and software projects, as well as work with the senior engineers to analyze the available data to prepare a comprehensive report for the company. You will work in the branch of specialization in mechanical sales as well as civil works. In this position of an assistant engineer, you are in a full-time position. Your work will involve working with the help of senior engineers in preparing estimates and plans for construction projects and supervising them (Ericson, 2015).

Job Duties Description

Assistant Engineer determines the issue on ground by gathering information and data either through surveys or planning drawings. In the manufacturing or mechanical sector, you will be involved in testing, designing, and implementing prototypes before the user uses them to make sure they comply with the required standards. Set engineering equipment and tools to be able to carry out laboratory experiments effectively.

Through regular assurance testing, the Assistant engineer will be in a position to maintain and

improve the quality required and the standard that needs to be met. As an assistant engineer, there are various reports that need to be presented with the collected data and available trends. All workers in the engineering sector are supposed to comply with regulations and codes to comply with the requirements by preparing permits and plans and complying with the reports from the collected data. Deciding on the design prerequisites by being involved in direct investigations and diagnostic tests is the most crucial aspect of the engineering role. Integrating information and dissecting, keeping control outlines, and deciding main sources. Excellent organizational as well as communication skills enable the assistant engineer to handle administrative duties (Jenkins, 1989).

Minimum Qualifications

Practices and principles of civil engineering

Be able to handle computer-related applications and work, such as computer concepts and applications.

Ability to be able to perform functions of civil engineering in a municipal environment

To be able to understand all the aspects of the job, analyze paperwork and reports, identify and interpret numerical and technical information, and be able to solve problems operationally and technically. Perform field inspections and inspections and administer contracts to recognize the scope of authority. Utilize safety procedures and practices as a way of assigning duties and rules, and be able to communicate effectively and efficiently so as to carry out all the organizational and administrative functions. Have the ability to provide solutions to related engineering problems.

There are ten standard illegal questions in the interview

- Are you married?
- Do you have kids?
- What is your religion?
- What is your nationality?
- What is your sexual preference?
- Do you have any health-related problems or any disability?

These questions are related to class as well as personal life, and they discriminate the employment laws. By asking about this kind of problem, it suggests that the employer might want to relate the employee's information to the job. However, it is not only unlawful but the strictest sense of words to be used to have so much potential to make the company liable for any discrimination, be it sex, race or ethnicity. This kind of interview, which relies on asking questions that are related to the personal lives of the individual, may lead to the most uncomfortable meeting. When employers tend to ask about religious issues during interviews, it is illegal since the type of employer should not rely on

religious belief when hiring an employee (Quillian, 2016).

- Legal job interview questions
- What do you like most about the world of engineering?
- Tell me about a time you deviate a policy?
- What are your working skills?
- What do you value most about our culture and vision?
- How do you deal with an unethical issue?
- What questions would you ask me if you were the interviewer?
- What trends will shape the Manufacturing department over the next five years?
- What painful experience did you have in your previous working environment?
- Describe an ideal workplace that you prefer.
- Allows you to describe yourself in person and how to carry out the task successfully.
- As an Assistant Engineer, how will you drive the results?

However, this is very important since it will give you an opportunity to describe the result the company is looking forward to achieving from you.

References

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