

EML 4551
Ethics and Senior Design Organization
Department of Mechanical Engineering
Florida International University
Miami, Florida 33174

ENGINEERING ETHICS & GLOBAL LEARNING

Case Study for Class Discussion

Discrimination in the Workplace

Marian, a top graduate from Loyola in Humanities, was hired by a major corporation into a management position. Marian finished the corporation's management training program top in her group, and is performing above the norm in her position. She is really enjoying her work.

As a black woman she feels isolated, as there are no other black women managers and few women in her area. One night at a company party she heard a conversation between two of her male co-workers and their supervisor. They were complaining to him about Marian's lack of qualifications and her unpleasant personality. They cursed affirmative action regulations for making the hiring of Marian necessary.

Marian is very upset and wants to quit.

Questions:

Should she quit?

Are her co-workers correct in their evaluation?

Should she confront the co-workers?

Should she file a discrimination suit?

Should she go to the supervisor?

What else could she do?

Discuss the case in three different cultural settings (USA, Asia, and the Middle East) considering three different minority groups (Blacks, Disabled Persons, and Women), and incorporate local cultural and traditional values, and compare likely behavior scenarios from a global and ethical perspective.