

Equal Employment & The Law

The compelling film *On The Basis of Sex* captures viewers attention by providing an inside look showcasing the skewed societal norms discrimination women endured during the 1960's. Ruth Ginsburg, the main character in *On The Basis of Sex* veered away from the traditional normalcies and disrupted the common narrative that women were to exclusively stay at home, and do domestic work. The film showcased Ruth Ginsburg's fight against gender discrimination and the challenges she face in a male dominated field.

Ruth Ginsburg addressed the discrimination she faced by excelling in a male dominated industry. Ruth continuously strived to challenge her male counterparts and consistently made sure her voice was heard. She never wavered despite the constant rejection from law firms and higher up college officials. Ruth's resiliency and sheer determination help overturn many unjust gender discrimination laws which greatly helped the disadvantaged.

Although there [have] been many advances to end gender discrimination many challenges still remain such as sexual harassment, and gap in pay. Sexual harassment is now a big issue in the workplace and companies are fighting hard to combat this issue. For example, the company I work for created numerous policies to combat sexual harassment in the workplace. In addition to this my company has created mandatory meetings both online and in person which help educate employees on this delicate issue.

Organizations are attempting to eliminate discrimination in their hiring processes and operations by creating policies that combat gender discrimination. Companies are now promoting diversity in the workplace and recruiters are specifically trained to hire candidates from different backgrounds. Organizations are creating policies that promote equal rights that way employees can feel safe and thrive in the workplace. All in all, Ruth Ginsburg's hard work has definitely help combat many gender discrimination issues. She created a foundation in which women were able to work and thrive in male dominated industries.