

Malik Lee

March 3, 2023

Professional Review

In the 2014 article “Sexual Orientation Discrimination in the Workplace: A Systematic Review of Literature” by Emir Ozeren, the author discusses how companies’ discrimination towards employees who identify within the gay, lesbian, bisexual, transgender (GLBT) community. Furthermore, readers are introduced to how members of the LGBT community are hired for a job later to experience discrimination resulting in wage inequality and inclusiveness. (Ozeren, 2014).

The article is broken down in the format of an APA research paper presents the reader with an abstract presenting the introduction, paragraphs presenting the hypothesis and reasons for the research, methods, and measured used, data analysis, results, and a discussion adding on to the conclusion. (Ozeren, 2014). Here, the author introduces these concepts throughout their paper to examine how employees face discrimination in the workplace leading to termination, searching for new employment resulting in sex being their last option. (Ozeren, 2014). The author goes into depths on the topic with the example of wage inequality, the concept of wage differences between the gay, lesbian, bisexual, transgender (GLBT) and heterosexual employees. The Lack of acceptance in the workplace creates an unhealthy environment which includes inappropriate joke, inequitable hiring practices, and promotional discrimination which all can be detrimental to the company’s reputation. Various ways to combat these issues can begin with improvement to company’s training practices with the spread of awareness allowing one to be

more comfortable engaging in conversations with those who may not identify within the GLBT community without the fear of disrespect.

By focusing on the issue at hand the author was able to discover the problem occurring in other places around the world such as the Netherlands as well as the UK. The studies conducted indicated the work setting in both countries the US and UK experience the same problem where minorities who identify within the community received no decision pertaining to their work options due to the fact of their sexual orientation, on the other hand in the Netherlands laws were placed to spread inclusiveness towards the GLBT group. (Ozeren, 2014). With these results, one may understand how companies fail to recognize possible candidates or current/formal employees with excellent work ethic due to the reason of their lack of diversity and openness. Mentioned by Ozeren “The results of this study suggest that the formulation of GLBT-inclusive/supportive policies and the consolidation of these policies will soon become prerequisites for firms that seek to achieve competitive advantages in the labor market.” (Ozeren, 2014) a change in these current sectors will provide an open, safe environment for those in the workplace while promoting inclusivity.

References

- Ozeren, E. (2014). Sexual orientation discrimination in the workplace: A systematic review of literature. *Procedia - Social and Behavioral Sciences*, *109*, 1203–1215.
<https://doi.org/10.1016/j.sbspro.2013.12.613>