







**GENDER AND
FREE SPEECH AT
GOOGLE (A) CASE**



INTRODUCTION



The situation presented in the “Gender and Free Speech at Google (A)” is a detailed case that looks at the question of free speech, diversity, and gender within one of the most significant players in the global software market. The following case would explain why organizations have a hard time breaking the horns between protecting free speech and providing workplace diversity.





BACKGROUND



In August 2017, there was a memo from James Damore, a Google engineer, known as “Google’s Ideological Echo Chamber.” In the memo, he criticized Google approaches to diversity and addressed the difference in interests and capabilities of man and woman mainly due to physiology. This internal document circulated immediately and went viral, and it generated a large public conversation and discussion on gender/diversity/freedom of speech at the workplace.







LEGAL AND ETHICAL CONSIDERATIONS



Therefore, the case presents the following legal and ethical questions. Contrary to employment laws, Damore complained to the National Labor Relations Board (NLRB) claiming that was fired for discussing terms and conditions of work. On ethical consideration, the case poses few questions about free speech and the manner in which organisational dissent and free speech can be manifested, and what organisations need to do to strike between free speech and organizational culture that supports diversity and equality.





CONCLUSION

The actual case of “Gender and Free Speech at Google (A)” is a perfect example of how complicated the tangle is of free speech vs affirmative actions in the contemporary corporation. With businesses continuing to develop in the modern world, this case act as a point for learning when it comes to issues of diversity and freedom of speech in a way that adheres to ethical practices.



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