Bona Fide Occupational Qualifications (BFOQ)

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*Bona Fide Occupational Qualifications (BFOQ)* refers to the job requirements that employers should consider when hiring and retaining employees. These qualifications should relate to the job descriptions of a particular opportunity. It helps reduce the discriminations that may exist during the recruitment exercise (Berman, 2000).

This is a complete defense of the employment act of 1964 which hinders employers and managers from discriminating against the marginalized groups. The Bona Fide Occupational Qualifications prohibits all kinds of job discrimination. Employers are required to define the requirements of certain job opportunities and lay down the requirements expected from the employees.

**Using BFOQ in the Military**

In military like any other industry the state agencies need to employ individuals based on their attributes and qualities. Employing qualified personnel in the military helps to reduce liability that otherwise may cause discrimination. Using BFOQ has enabled the federal government to employ competent individuals in the military (Berman, 2000).

When using BFOQ, the liability for discrimination is very minimal. Military requires candidates to belong to certain age bracket. For instance, the state cannot employ a person with 60 years to the service. This is not discrimination, the age is essential to ensure those individuals who are employed to the military are energetic and productive (Monahan, 2013).

In many employments liability for discrimination exist when the bona fide occupational qualities do not correspond to the demands of the business. Therefore, if the demands of the military do not coincide with the bona fide occupational qualities, there will be mo efficiency in the service. These qualities are crucial to the operations of the military.

Although the discrimination on age is prohibited in the United States law, the military recruitment exercise is a rare case where this discrimination plays a major role in selection. It can be proved that there is no member of the discriminated group can perform the duties of a military officer and therefore, the discrimination is justified. This kind of discrimination is regarded as BFOQ exception.

The use of BOFQ should not only be used to satisfy the legal requirements. Sometimes situations permit people to go against the laws to promote operations of various agencies. Like in military, the government may decide to assume the BOFQ exceptions to fulfill the requirements of operation of the security departments that could not work if law is followed (Monahan, 2013).

The Equal Employment Opportunity Commission plays a major role in ensuring that all individuals are given equal chances of joining military. For instance, women have been allowed to train in aircraft and drones operations. This is a task that has been perceived to be preserved for the men (Monahan, 2013).

On the other hand, based on the qualifications and skills, the bon fide Occupational Qualifications help to prohibit gender, race and other forms of discriminations that exist among the marginalized groups. Women are allowed to join military just like their male counterparts. With the exception of age, there are no other areas where people are discriminated before joining the military (Lucken & Ponte, 2008).

In conclusion, therefore, the Bona Fide Occupational Qualifications have both the negative and positive impacts, however, in many cases it helps to recognize the abilities and qualifications that people possess and how these qualifications helps them to secure employment opportunities (Lucken & Ponte, 2008). The BOFQ is therefore, an important aspect in military recruitment.

References

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