

Forum:[Hack Forums](#)

Thread: [Can you discriminate when hiring people?](#)

Do You Want To Bet - January 29, 2017, 4:57 pm

Just had an odd thought

Lets say i want to open up a pizza store named Mario's pizza

I want to theme the pizza place in the Mario game theme.

Could i legally only hire short Italian guys with thick mustashes?

I would dress em up with the little red hats and all.

Have a glass window all around the kitchen so you can see
All the little marios running around making you pizza.

Like is that legal to higher only a certain type of person? Only 6"4 white blond girls. Only 400lb asian girls

SparkMasterTape - January 29, 2017, 5:00 pm

what the fuck? no you cant discriminate people you can have them dress like mario as dress code

c_-m - January 29, 2017, 5:00 pm

Don't quote me, but i'm sure I have heard of places being able to do this by giving the job title "model who waits" or something similar for a waiter/waitress, meaning that they are also paid to look in a way that you wish for them to look, think I read an article about someone getting fired for being to fat or someshit a while back.

A P P L E - January 29, 2017, 5:01 pm

Race discrimination includes discrimination on the basis of ancestry or physical or cultural characteristics associated with a certain race, such as skin color, hair texture or styles, or certain facial features.

Basing employment decisions on the racial preferences of clients, customers or coworkers constitutes intentional race discrimination. Employment decisions that are based on the discriminatory preferences of customers or coworkers are just as unlawful as decisions based on an employer's own discriminatory preferences.

So to answer your original question, no. It's not legal.

coolcatlol69 - January 29, 2017, 5:03 pm

You can discriminate against their experience and character that is undeniable.

Tid?es - January 29, 2017, 5:04 pm

I think the real question is why would you ever want that sort of theme at a restaurant?

Eagerkid - January 29, 2017, 5:10 pm

This is a tough area, because lets say for example you opened a gym. You wouldn't want to hire someone fat. And models have to be "hot" otherwise they dont get the job. So it is a grey area and I would probably seek real legal advice. However my gut feeling is no because you are discriminating on country of origin

Do You Want To Bet - January 29, 2017, 5:10 pm

soo yea seems like its illegal.

But why? Why should i not be able to hire who i want to? It's my business why cant i have it exactly how i like it.

If i want a minion themed slider hamburger restaurant i should be able to hire only midgets

Fiery - January 29, 2017, 5:11 pm

I think you are allowed to do this, if not then you should be.

Eagerkid - January 29, 2017, 5:11 pm

(Jan 29, 2017 06:10 PM)snailgolfer Wrote: [\[CITE\]](#) soo yea seems like its illegal.

But why? Why should i not be able to hire who i want to? It's my business why cant i have it exactly how i like it.

If i want a minion themed slider hamburger restaurant i should be able to hire only midgets

You also didnt say what country you are from, because it would obviously play a role. If everyone was able to just select different types of people, jobs would slowly be going away from people who actually have the skills for them

Flared - January 29, 2017, 5:13 pm

(Jan 29, 2017 06:10 PM)ihopeshe18 Wrote: [\[CITE\]](#) This is a tough area, because lets say for example you opened a gym. You wouldn't want to hire someone fat. And models have to be "hot" otherwise they dont get the job. So it is a grey area and I would probably seek real legal advice. However my gut feeling is no because you are discriminating on country of originThat's a good point, I never seen anyone out of shape working at my gym

A P P L E - January 29, 2017, 5:18 pm

(Jan 29, 2017 06:11 PM)Fiery Wrote: [\[CITE\]](#) I think you are allowed to do this, if not then you should be.

Definitely not, if you're from the U.S. I should say.

Do You Want To Bet - January 29, 2017, 5:21 pm

Yea i am from the US just seems silly that they would not let me higher who i wanted

Eagerkid - January 29, 2017, 5:22 pm

(Jan 29, 2017 06:21 PM)snailgolfer Wrote: [\[CITE\]](#) Yea i am from the US just seems silly that they would not let me higher who i wanted

This is very likely a troll, but you literally say "discriminate" in the title of the thread, and you certainly can not do that

SupremeX - January 29, 2017, 5:23 pm

imagine a drug dealer walking in and yelling "anybody need any shrooms" and all you see is all the tiny marios dropping there pizzas and running to the drug dealer ????

A P P L E - January 29, 2017, 5:23 pm

(Jan 29, 2017 06:21 PM)snailgolfer Wrote: [\[CITE\]](#) Yea i am from the US just seems silly that they would not let me higher who i wanted

There's some silliness to it, but that's the law. The world isn't fair nor does the government care about what we would "rather."

(Jan 29, 2017 06:23 PM)SupremeX Wrote: [\[CITE\]](#) imagine a drug dealer walking in and yelling "anybody need any shrooms" and all you see is all the tiny marios dropping there pizzas and running to the drug dealer ????

Low-quality post, nothing gets by me. ????

char SD - January 29, 2017, 5:25 pm

Not sure about legality but the theme seems interesting.
?

BR?ND?N - January 29, 2017, 5:44 pm

Easy way to put it. Yes, kinda.

You can simply not hire someone. You can't say "Looking for blonde 20 year olds with huge knockers". But if a 90 year old asian lady applies, you can decline her simply because she doesn't fit what you're looking for.

You can not discriminate against a worker, but during the hiring process you really don't HAVE to hire anybody. And you better believe places like Hooters discriminate while hiring.

Yin Yang - January 29, 2017, 5:44 pm

No you can't do that- there are laws against it.

Do You Want To Bet - January 29, 2017, 5:45 pm

(Jan 29, 2017 06:22 PM)ihopeshe18 Wrote: [\[CITE\]](#) This is very likely a troll, but you literally say "discriminate" in the title of the thread, and you certainly can not do that
well i am not really going to open a marrios pizza place.. i said it was a thought i had

A P P L E - January 29, 2017, 5:59 pm

(Jan 29, 2017 06:45 PM)snailgolfer Wrote: [\[CITE\]](#) well i am not really going to open a marrios pizza place.. i said it was a thought i had

My response will be the most accurate as I'm very educated on the subject. It's illegal.

Quote:Race discrimination includes discrimination on the basis of ancestry or physical or cultural characteristics associated with a certain race, such as skin color, hair texture or styles, or certain facial features.

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? Quick ? - January 29, 2017, 6:02 pm

No, this is illegal and basically discrimination.