This article focuses on the pending court orders facing Abercrombie & Fitch, concerning their hiring and advertising practices. Many have said A&F has focused on the “white” sector of the market, mainly targeting college-age individuals. In this article, an increasing number of examples support the presumption that A&F shows biases in its hiring process, and go as far as accusing the company of racism.

The common practice for A&F emphasizes employees to get hired based on physical features and looks. A&F focuses on a recruiting process and shies away from applications. “Anytime your hiring is based on looks, you can run into problems in a number of different areas of discrimination, most notably race,” says Solcki of Goodwin Procter (Edwards, 3). The author goes on to say discrimination appears prevalent in A&F’s catalog. The back-to-school issue displays 100 models, “all but four appear to be white” (Edwards, 4). The public argues this slanted advertising causes employees to uphold a discriminatory approach in their interaction at the workplace, as well as in their hiring practices. Many examples provide evidence that minorities, if hired, receive the less desired jobs in the storeroom, out of the public eye.

Focusing on a particular sector in advertising does not constitute racism, according to the author. He comments FUBU would fall under the same criticism for advertising practices. However, hiring practices that appear to be slanted towards racism should be revised to level the playing field for everyone.

This article follows the same topic of “Racism in the Workplace and Society.” However, it follows a different pattern, even when compared to the most recent article of “Racism in the Workplace.” Although both articles deal with racism in the workplace, the A&F article focuses on the limitations caused by racism. Racism, in the case of A&F, creates barriers, disallowing equal employment opportunities. In comparison with “Racism They Charged,” both articles mention that media coverage plays a large role in the struggle. Companies alter hiring practices and change policies when the public eye monitors closely. The litigation with A&F provides yet another example of racial discrimination in the workplace.