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Introduction

The principal objective of this report is to find the best possible solution for the complex problem that will be introduced below. I will present the company, define the principal problem, analyse all the information searched, make a solution for the problem using a decision-making technique and finally make an implementation plan. I have decided to choose the company Riot Games which is an American video game developer, it is best known for being the creators of the popular pc game League of legends, who had an internal problem caused by discrimination in 2018. I have chosen this company for the particular reason that they work in a sector that interests me, it is the videogame sector in a future I would like to work in a company that is dedicated to this. Also, I think that this case is very important for all of us, the situation arises in this company but the next occasion may be in some other and will continue to have the same negative impact.

Introducing the Problem

According to D'anastasio (2018) "one current and one former employee of Riot Games filed a class action lawsuit against the *League of Legends* publisher, accusing it of endemic gender-based discrimination and fostering a "men-first" environment. The lawsuit comes three months after a *Kotaku* investigation into the sexist culture at Riot Games. The lawsuit alleges that, "like many of Riot Games' female employees, Plaintiffs have been denied equal pay and found their careers stifled because they are women. Moreover, Plaintiffs have also seen their working conditions negatively impacted because of the ongoing sexual harassment, misconduct, and bias which predominate the sexually-hostile working environment of Riot Games." Riot violated California's Equal Pay Act and law against gender-based discrimination at the workplace, the complaint argues."

"The newly filed documents reveal the details of the settlement, which was announced in August, for the first time. The approximately 1,000 women who worked at Riot Games from November 2014 until the date the settlement is finalized will be entitled to a payment from the multimillion-dollar pot. The final dollar amount that each employee who self-identifies as female receives will vary depending on how long they worked for Riot, with full employees receiving more than contractors." (Dean, 2019)

This discrimination was born because for a long time there has been an ideology that men are better in the video game sector, thus causing inappropriate behaviour on the part of men in this company. Likewise, as this company, there have also been other cases related to this sector, such as esports, it is known that as men, many women are interested in this type of entertainment, but at a competitive level, very few are present at because of this same gender discrimination they receive less sponsorship than men. gender discrimination is a problem that not only affects workers at work but also personally causing them personal problems such as instability, job insecurity, poor self-esteem, reduced job performance, etc.

According to Plato (n.d.) "If women are expected to do the same work as men, we must teach them the same thing." women have long been dealing with these kinds of problems such as when they could not drive or when they could not vote and as time has passed they have shown that they are able to perform the same tasks as men, so if they occupy the same position that a man should be respected equal pay

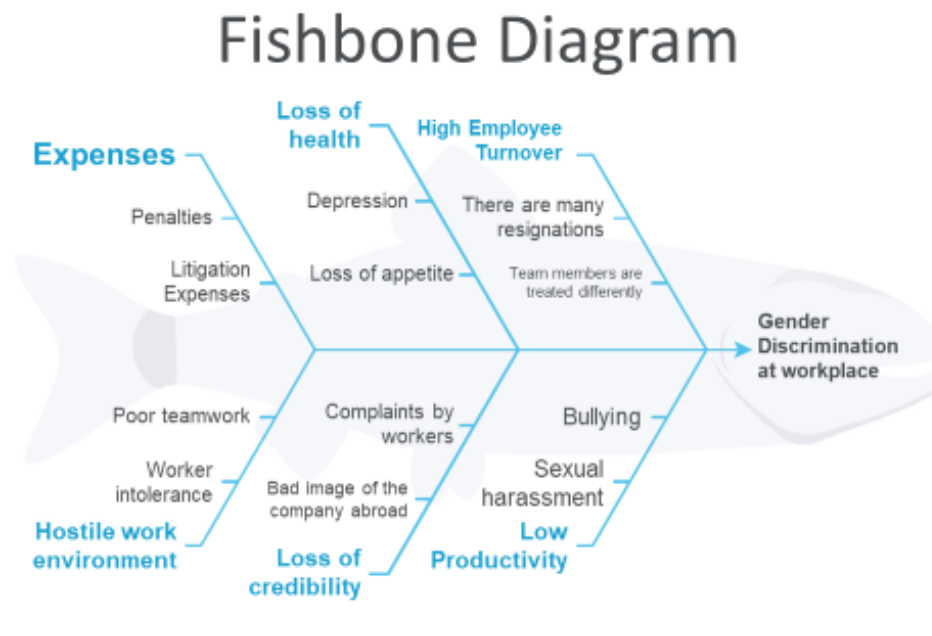
Analysing the situation I have realized that this type of problem has already been occurring since before, for example we have the time when women did not have the right to vote, many were the protests and marches that they carried out in order to make Listening to their voice and having another example taken into account is when they were not allowed to drive well. It is known that the majority of vehicle accidents have been women, but this does not mean that they are all the same. Nowadays these types of situations are not often seen, but when they arise, they are a great controversy since we live in a generation where practically we have to be politically correct in everything we do and in everything we say since we must respect decisions. of the others, if any woman wants to apply for a job that can be done by both men and women, she should not be denied that right to do the job if she is properly trained to do the job

Possible Solutions to the problem

- **Assign more high-level jobs to women:** having female staff in high ranks can provide a better environment among workers, knowing that they have a female person as their boss, harassers will have no choice but to behave in an appropriate and respectful way with their co-workers.
- **Review workers' wages each period:** carry out a salary review among employees verifying that they are correctly among the people that is equitable for those who occupy the same position
- **Provides education courses on gender discrimination in the workplace:** A good way to avoid this type of situation is to raise awareness among workers alike. Not only is gender discrimination generated against women, there are some men who tend to experience this type of situation and it is not only reflected in positions or wages of all kinds. of discomfort that generates discomfort to people for their gender is also considered discrimination
- **Provide a balance between personal and work life for parents:** many women find it difficult to maintain a good balance between their professional work and their work as a mother. According to Rongala (2019) “women perform 76.2 per cent of the total hours of unpaid care work, more than three times as much as men. In this regard, companies should come forward with childcare support and elderly care to help women and also to avoid high attrition rates amongst female employees. “taking into account the above, implementing better aids and opportunities for mothers can help them grow personally and provide them with an adequate environment to make them feel comfortable.

Decision Making

To make a correct decision I will make use of the fishbone diagram which will allow me to assess the situation in a more effective way by analysing "thorn" to "thorn"



- **High employee turnover:** discrimination can cause an increase in worker resignations so you will have to make great offers but if the situation is not solved, they will be in an endless loop that would be very harmful to the company.
- **Low productivity:** feeling discriminated against, workers can be affected psychologically, which produces a reduction in their efficiency at work, reducing the general productivity of the company.
- **Loss of health:** Due to discrimination, employees tend to be more careless with themselves due to the different psychological stages they go through, the most known being depression, they lose interest in staying healthy and some go so far as to lose their appetite and not consume anything for a long time.
- **Loss of credibility:** Many times the internal problems of the companies are leaked to the outside, either by journalists or by the same employees who are not satisfied with the situation experienced, this type of event can

be very harmful for companies, starting with the image they provide to the exterior and especially in these times when you are more aware of taking care of the image that you want to show, it also causes loss of possible employees to contract for the image that these receive.

- **Expenses:** Today there are many laws that protect discriminated people and not only in the workplace, therefore if companies are not able to handle all kinds of situations they can be fined as consequences of mismanagement
- **Hostile work environment:** When employees do not have a good working relationship, the environment tends to become hostile, complicating teamwork and consequently reducing productivity, but this not only affects the company, but also the workers themselves, being unable to work in future jobs due to trust that have

Plan for implementing the solution

- **Current Situation:** As we already know, the current situation of workers is dominated by a hostile environment as a result of all the discrimination caused against women who work here, they still do not feel comfortable enough to perform at their best and it is understandable for what at the moment they will be assigned individual jobs where they develop the most and be able to lower the tension they have on their shoulders, once the situation has calmed we will proceed to the next step to assign them separate jobs but indirectly help others to then bring them together by



having groups where the majority are women so that they are forced to behave correctly.

- **Transition:** In this part, we will observe how the workers have developed as they have had to fraternize more with their co-workers, we will keep everything under control by carrying out a weekly control in which the assigned leaders will present the progress that has been made with the group And those who have not yet reached enough empathy to be able to work correctly with others will be assigned intensive talks about discrimination in general since although this time it has been gender in the future it could be for some other cause such as the colour of skin or religion and it is something that we should not allow if we want to improve the company internally.



- **Future Situation:** For this final part, the internal situation of the company will have had a great change. If there are some people who still refuse to work adequately with due respect towards others, I would consider the option of firing them, the ants in a colony are generally workers but if there are any of the sloth type they are excluded from the colony to avoid contagion to others with that spirit, it is a good practice to take into account.

Communicate Plan to Stakeholders

In this case, our stakeholders are all the women who work in the company regardless of the position they occupy, so we will bring them all together in a face-to-face conference and we continue with the explanation of the plan, the first thing is to define the current situation, seeking to make them aware of the necessary change that must be made and motivate them to support the plan since if they do not do something they will continue to be disrespected, having already explained the first part we continue with the second detailing the roles that we will need them to cover since they are capable with their skills to ensure that the plan remains stable and finally we will establish the rules for the future to avoid experiencing a similar situation in the future, making them aware of acting correctly so that there are no excuses

Monitoring and review

To make the plan a success, they will have to maintain a monitoring process which in this case will be the realization of a weekly report in which the types of work carried out per week will be defined, the groups formed and the personal opinion of each one of the participants so we can have more information to proceed correctly with our implementation plan we will also use monitors in this case people who will be present at work to observe any important details. As the plan progresses, we will compare the results between the different groups in order to determine an average of acceptable results, if one shows progress below the average, measures must be taken such as changing the groups or the group leader to encourage a more positive change among workers to help solve the differences that may be found

Conclusion

to finish I have understood the main problem that in this case was gender discrimination which was a problem for Riot Games that could have been avoided if they had had enough knowledge to remedy the situation and control it. I have also shown the strategy that I would have made, disasters and accidents have no direct solution but what we can do is reduce the impact caused by these

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