Discrimination
Quick Reference Card

Understand Discrimination

Discrimination is the unfair or unequal treatment of individuals or groups based on specific characteristics or attributes.

What is Discrimination Based

Here are the features based on what one may be treated differently:

1. **Race**: Unfair treatment based on race or ethnicity.

2. **Gender**: Gender-based pay/opportunity disparities.

3. **Age**: Favoring younger over older candidates in hiring.

4. **Disability**: Lack of accommodation or unfair treatment.

5. **Religion**: Bias against religious practices.

6. **Sexual Orientation:** Discrimination due to orientation.

Discrimination Types

Discrimination takes various forms, and understanding these categories is vital for effective challenge. Here's an overview of discrimination types.
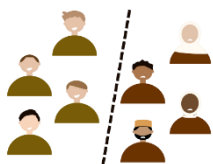
Direct Discrimination: Bias in hiring, pay, and age selection.

Indirect Discrimination: Disadvantaging policies like holiday work.

Systemic Discrimination: Racial profiling, redlining in housing.

Harassment: Sexual, racial harassment, bullying.

Unconscious Bias: Gender and age stereotypes in tech.

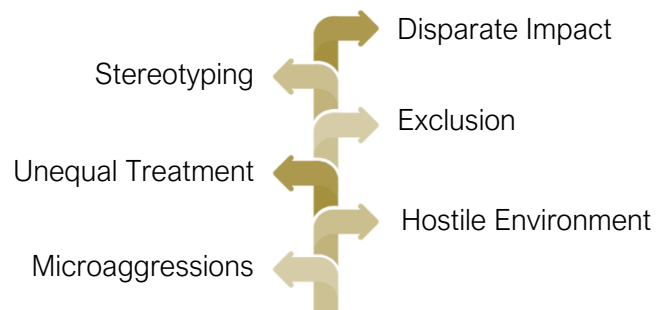## The Impact of Discrimination

Discrimination, both direct and indirect, significantly impacts individuals and communities. These include:

- Emotional and Psychological Impact
- Social Isolation
- Economic Disparities
- Reduced Access to Opportunities
- Decline of Mental and Physical Health
- Weaking of Trust and Social Cohesion

Identify Discrimination in Everyday Situations

Here's how to identify discrimination in everyday situations:

- Disparate Impact
- Stereotyping
- Exclusion
- Unequal Treatment
- Hostile Environment
- Microaggressions

Discrimination Laws and Regulations

Civil Rights Act 1964 (USA): Prevents discrimination on race, sex, religion.

Equality Act 2010 (UK): Covers age, gender, race, religion discrimination.

Canadian Human Rights Act (Canada): Protects against race, age, sex discrimination.

"To respond to discrimination, report discrimination internally or to agencies like the EEOC and explore legal remedies like compensation, injunctions, or reinstatement."

Characteristics under Protection

Discrimination laws safeguard specific characteristics, and these vary by country. However, here are some common ones:

Race/Ethnicity: Against race-based discrimination.

Gender Identity: Ensures gender equality.

Age: Prevents age bias.

Disability: Provides disability accommodations.

Religion: Protects religious rights.

Sexual Orientation: Prevents orientation discrimination.

Prove Discrimination

1. Understand local discrimination laws (e.g., Civil Rights Act in the USA).
2. Document incidents, including dates, times, and witnesses.
3. Keep a journal of incidents and their effects.
4. Seek advice from a discrimination law attorney.
5. File a complaint with authorities like the EEOC in the USA.

Report Discriminatory Incidents

Report workplace discrimination to HR or your employer. For more severe cases, consult a discrimination law attorney if needed.

Remember, reporting discrimination is a civic duty that helps build a society free from discrimination.

Prevention and Awareness

To prevent and raise awareness of discrimination, here are a few practical steps:

Establish an Inclusive Environment

- Prioritize inclusivity in leadership and training.
- Update policies for fairness and diversity.
- Support Employee Resource Groups (ERGs) for various diversity aspects.

Foster Diversity and Inclusion

- Utilize inclusive hiring and onboarding methods.
- Enforce equal opportunity policies.
- Create a culture that values diversity and continuous learning.

Handle Discrimination Complaints

- Investigate impartially and maintain confidentiality.
- Support complainants and take appropriate actions.
- Document the process and communicate outcomes clearly.

Raise Workplace Awareness

- Train for anti-discrimination and inclusive language.
- Share accessible policies and ensure safe reporting.
- Prioritize diversity in hiring, celebrate diversity, and support ERGs.
- Provide ongoing education and engage leadership.

Deal with Discrimination

Discrimination in the workplace can be challenging, but addressing it effectively is essential for a fair and inclusive environment.

Unconscious Bias

Recognize and address bias with self-awareness, diverse hiring, training, and open discussions.

Supporting Victims

Help discrimination victims by understanding signs, , encouraging reporting, and advocating for change.

Conflict Resolution

Manage workplace conflict through communication, mediation, policies, and team building for growth.

Responding to Incidents

Address discrimination, like harassment and exclusion, calmly and supportively by following procedures.

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