

5 What organisation does Ida contact for help?

6 How can these two organisations help Ida?

7 If Gary had moved Ida into a different team with more supervision because her sales were very low and she was not performing the job well, would this be discrimination?

ACTIVITY B: DISCRIMINATION

1. Usually you cannot be treated unfairly at work, be refused a job or lose your job because of your protected attributes (or your friend or family member's attributes). What are 'attributes' when we are talking about discrimination? What are some examples?

2. Discrimination can be **direct** or **indirect**.

Direct discrimination happens when someone treats you unfavourably because of a personal attribute that is protected by law (for example, if you are told you cannot have the job because you are a woman).

Indirect discrimination happens when there is a requirement or condition for something that disadvantages a person because of a protected attribute, and the requirement is not reasonable. Even though the requirement might be the same for all workers it can still be unfair. (for example, a boss requires all workers to wear black shorts or a short black skirt to work. One worker cannot wear a short skirt because of her religion. She asks her boss if she can wear a skirt that is the same colour and material, but longer. The boss refuses for no good reason and fires the worker).

Please write down another example of direct discrimination and indirect discrimination in the space below:

Direct discrimination:

Indirect discrimination:

Discuss your examples with your class.

