

Discrimination activity

Facilitate a discussion around discrimination either in small groups or as one large group.

- What is discrimination? What is the difference between direct and indirect discrimination?
- What happens if an employer becomes aware of employees who are discriminating against another employee?
- Have you ever experienced discrimination before?

Read the following case studies and discuss the types of discrimination that they represent.

Carly caught a taxi home after a conference dinner. The driver fiddled with the meter for a minute, and then turned around to ask where she needed to go. When he saw her face he asked "what's that smell?" He turned on the light to get a better look and advised he was worried that her face and smell would damage his car. Carly did not feel safe and got out of the taxi straight away.

George loves teaching and is amused when he notices the bewilderment on the student's faces as they realise he is the tutor and not just another student. Often at the end of semester students would say, "...I felt really uncomfortable and I was a bit freaked out.....but apart from learning about management and business communication, I actually learnt about disability....my stereotypical views of what someone with a disability is like have been changed."

Mark's disability can cause him to wobble and slur. When he leaves a restaurant after having a night out, the other guests stare and frown as he wobbles out between the tables. They assume he is drunk.

Yvette wanted to work part time while she was at university. As she does not hold a driver's licence, Yvette had to move from the country to the city to secure work due to a lack of public transport.

John's disability means his hand can shake, especially at the end of a shift when he is getting tired. A manager overheard a work colleague saying "come on shaky, hurry up."

