



Discrimination and Racism: Understanding Discrimination and Racism

Equal Employment Opportunity Commission

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Discrimination and Racism

Understanding Discrimination and Racism

What are your Rights?

ALL YOU NEED TO KNOW ABOUT DISCRIMINATION AND RACISM IN THE US

Includes:

Federal Laws Prohibiting Job Discrimination

Questions And Answers

Federal Equal Employment Opportunity (EEO) Laws

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Includes chapters on:

1. Age
2. Disability
3. Equal Pay/Compensation
4. Genetic Information
5. Harassment
6. National Origin
7. Pregnancy
8. Race/Color
9. Religion
10. Retaliation
11. Sex
12. Sexual Harassment

Discrimination is action that denies social participation or human rights to categories of people based on prejudice. This includes treatment of an individual or group based on their actual or perceived membership in a certain group or social category, "in a way that is worse than the way people are usually treated". It involves the group's initial reaction or interaction, influencing the individual's actual behavior towards the group or the group leader, restricting members of one group from opportunities or privileges that are available to another group, leading to the exclusion of the individual or entities based on logical or irrational decision making.

Not all discrimination is based on prejudice, however. In the U.S., government policy known as affirmative

action was instituted to encourage employers and universities to seek out and accept groups such as African-Americans and women, who have been subject to the opposite kind of discrimination for a long time. Discriminatory traditions, policies, ideas, practices, and laws exist in many countries and institutions in every part of the world, even in ones where discrimination is generally looked down upon. In some places, controversial attempts such as quotas have been used to benefit those believed to be current or past victims of discrimination—but have sometimes been called reverse discrimination themselves.

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