

SNS COLLEGE OF TECHNOLOGY

(An Autonomous Institution)

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai

Accredited by NAAC-UGC with 'A++' Grade (Cycle III) &

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COIMBATORE-641 035, TAMIL NADU



19GET201-Professional Ethics and Human Values Unit – III

Discrimination:

Discrimination involves treating individuals unfairly or unjustly based on characteristics such as race, gender, age, religion, disability, or other protected attributes. Discrimination can occur in various contexts, including employment, education, housing, and public services. Addressing discrimination is essential for promoting equality, fairness, and respect for all individuals.

Types of Discrimination

1. Direct Discrimination

- **Definition:** Treating someone less favorably than others due to a protected characteristic.
- **Example:** Not hiring a qualified candidate because of their race or gender.

2. Indirect Discrimination

- **Definition:** Implementing policies or practices that appear neutral but disproportionately affect individuals with a protected characteristic.
- **Example:** A company requiring all employees to work certain hours that are difficult for parents or caregivers to meet, thus disadvantaging women more than men.

3. Harassment

- **Definition:** Unwelcome behavior related to a protected characteristic that creates a hostile or intimidating work environment.
- **Example:** Offensive jokes or comments about someone's ethnicity or religion.

4. Victimization

- **Definition:** Treating someone unfairly because they have complained about discrimination or supported someone who has complained.
- **Example:** Demoting or retaliating against an employee who filed a complaint about discrimination.

5. Systemic Discrimination

- **Definition:** Institutional practices or policies that result in unequal treatment of individuals based on protected characteristics, often entrenched within organizations or systems.
- **Example:** Historical biases in hiring practices that lead to lower representation of minority groups in certain professions.

Legal Framework and Protections

1. Anti-Discrimination Laws:

- **Civil Rights Act of 1964 (U.S.):** Prohibits discrimination based on race, color, religion, sex, or national origin in employment, education, and public accommodations.
- **Americans with Disabilities Act (ADA) (U.S.):** Protects individuals with disabilities from discrimination in various areas including employment, public services, and accommodations.
- **Equal Pay Act (U.S.):** Requires that men and women be given equal pay for equal work.

2. International Standards:

- **Universal Declaration of Human Rights:** Proclaims the right to equality and freedom from discrimination.
- **International Covenant on Civil and Political Rights (ICCPR):** Prohibits discrimination based on race, sex, language, religion, or other status.

3. Employment Legislation:

- **Equal Employment Opportunity Commission (EEOC) (U.S.):** Enforces federal laws prohibiting employment discrimination.
- **European Union Directives:** Mandate anti-discrimination measures in employment and education across member states.

Addressing and Preventing Discrimination

1. Developing Inclusive Policies:

- **Example:** Implementing diversity and inclusion policies that promote equal opportunities and fair treatment.
- **Action:** Organizations should have clear anti-discrimination policies and procedures for addressing complaints.

2. Training and Education:

- **Example:** Providing regular training on diversity, equity, and inclusion for employees and management.
- **Action:** Educating staff about recognizing and addressing unconscious bias and discriminatory practices.

3. Creating a Supportive Environment:

- **Example:** Establishing support systems such as employee resource groups or counseling services.
- **Action:** Encouraging open dialogue and providing resources for individuals who may experience discrimination.

4. Monitoring and Accountability:

- **Example:** Regularly reviewing and auditing policies and practices to ensure compliance with anti-discrimination laws.
- **Action:** Setting up mechanisms for reporting discrimination and holding individuals accountable for violations.

5. Encouraging Reporting:

- **Example:** Providing safe and confidential channels for individuals to report discrimination.

- **Action:** Ensuring that there are clear procedures for investigating and addressing complaints.

Impact of Discrimination

1. Individual Impact:

- **Emotional and Psychological Effects:** Discrimination can lead to stress, anxiety, and diminished self-esteem.
- **Economic Consequences:** Individuals may face barriers to employment, career advancement, and fair compensation.

2. Organizational Impact:

- **Productivity and Morale:** Discrimination can negatively affect employee morale, job satisfaction, and overall productivity.
- **Reputation:** Organizations may suffer reputational damage and legal consequences if they fail to address discrimination effectively.

3. Societal Impact:

- **Inequality:** Discrimination perpetuates social inequalities and hinders progress towards a more equitable society.
- **Economic Disparities:** Discrimination can contribute to broader economic disparities and limit opportunities for certain groups.