Discrimination in the Work Place on the Increase

Jamie Knop
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As we all know, unemployment rates are on the increase at the moment. Conversely, what many of us don’t know is that when the economy is poor, claims for discrimination in the workplace subsequently increase.

Disability Claims

The largest increase in claims is from those who believe they had been discriminated against due to a disability. In 2010, disability related job claims hit an all-time high. In 2010 the Equal Employment Opportunity Commission (EEOC) went through 25,165 claims of discrimination based on disability. This increase has been linked to the recent changes that were made to the legal definition of disability.

Race and Gender Claims

Another substantial increase in 2011 was race claims. There is a noticeable difference between the unemployment rates for ethnic minority women with 14.3% in comparison to just 6.8% for white women. In particular the unemployment rate of Bangladeshi and Pakistani women rose to a worrying 20.5%. A European Commission report in 2009 found that race was believed to be the main source of discrimination with 61%. Women are often subjected to discrimination, and unequal pay not just because of their sex. It was estimated that a massive 30,000 working women were dismissed, made redundant or forced to leave their jobs each year due to pregnancy.

Discrimination in whole

The rise in workplace discrimination is not solely from disability and race claims. There have been increases in other categories of discrimination, including sex, age and religion. Women believe men are being favoured over them, ethnics believe that whites are taking their jobs, and older workers say they are losing their jobs to the young.

Reasoning

Discrimination is a continued problem for many job seekers and employees. Some people believe that the increase falls with the EEOC. The EEOC have begun to further educate workers about discrimination in the workplace and about their rights and what they could be entitled to. It’s therefore important to regulate laws in order to ensure that workplaces are free from unlawful bias by the EEOC.

Experts firmly believe that the main reason for the increase in accusations of preconception is most likely tied to the huge amount of layoffs that have occurred throughout the last couple of years.

Effects of Discrimination
Discrimination can have some devastating effects. It can affect a person’s health and wellbeing and cause both emotional and physical problems. Research has also shown that it can lead to depression, anxiety, distress and even possible breakdowns. Discrimination can alter the morale in the workplace and lead to a hostile environment.

**Solution**

All workers deserve a fair and equal opportunity to succeed in their career. It is essential that employers are proactive and take all means necessary to prevent discrimination from happening. If you believe you are being discriminated against and want to take action then firstly you should try to resolve it informally. If this doesn’t prove to be successful, then it is important to check whether or not your employer has an internal grievance procedure and have a read through your company’s anti-discrimination policy. The final step is to try and file a claim on discrimination at court; your best bet is to approach a no win no fee employment lawyer for some advice.

With unemployment the way it is at the minute, it would not be unreasonable to expect a high number of discrimination claims. Everyone should be treated equally; we rely on anti-discrimination laws to hold this up.