

## Getting Help

You may be able to get free legal advice and representation from a law centre. If you are on a low income you may be able to get free help from a local firm of solicitors. It is always best to get help as soon as possible.

If you live in Govanhill you may be able to get free help from Govanhill Law Centre.

## Contact Details

Govanhill Law Centre  
168 Butterbiggins Road  
Govanhill  
Glasgow  
G42 7AL

**Telephone: 0141 433 2665**

**Fax: 0141 433 2984**

GOVANHILL  
LAW  
CENTRE

## EMPLOYMENT RIGHTS: RACE DISCRIMINATION



Govanhill Law Centre is part of Govan Law Centre Trust, an independent community controlled organisation. Registered Charity No. SCO30193. It's legal work is undertaken by the independent legal practice of Dailly & Co. Solicitors, a partnership between Mike Dailly and Iain Nisbet. It is funded by the Scottish Government and receives financial support from Govanhill Housing Association, Govanhill Community Development Trust, Oxfam and UNISON.



# DISCRIMINATION AT WORK

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## Race Discrimination

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It is against the law for an employer or agency to discriminate against you on racial grounds.

### Race includes:

- **Colour**
- **Nationality**
- **Ethnic or National Origins**

The law protects all racial groups, regardless of their race, colour, nationality, religious beliefs or ethnic origins.

It doesn't matter if the discrimination is done on purpose or not. What counts is whether (as a result of your employer's actions) you're treated unfavourably because of your race.

The laws against discrimination at work cover every part of employment. This includes recruitment, terms and conditions, pay and benefits, status, training, promotion and transfer opportunities, right through to redundancy and dismissal.

### There are four main kinds of discrimination:

- **Direct Discrimination** - deliberate discrimination (e.g. where a particular job is only open to people of a specific racial group)
- **Indirect Discrimination** - working practices or provisions that disadvantage members of any group (like introducing a dress code without good reason, which might discriminate against some ethnic groups)
- **Harassment** - participating in, allowing or encouraging behaviour that offends someone or creates a hostile atmosphere (e.g. making racist jokes at work)
- **Victimisation** - treating someone less favourably because they've complained or been involved in a complaint about racial discrimination (e.g. taking disciplinary action against someone for complaining about discrimination against themselves or another person)

Employers who don't stop discrimination, harassment and bullying by their employees may be breaking the law.

You should seek advice immediately.