

Workplace Discrimination and Employee Rights

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Employee Rights

- Right to establish unions with others and to join unions to defend one's interests
- Right to be free from discrimination
- Right to be free from sexual harassment
- Right to be free from coercion
- Right to be free from a hostile work environment

Workplace Discrimination

Unfair or unequal treatment of a person or persons in the workplace based upon such features as

- Race
- Religion
- Gender
- Sexual orientation
- Sexual harassment
- Ethnic origin
- Pregnancy
- Medical condition
- Disability
- Elderly

Workplace Discrimination

Employees should be free from discrimination in

- Hiring
- Vocational training
- Job assignment
- Working conditions
- Promotion
- Compensation

Hostile Work Environment

- **Hostile work environment harassment** occurs when unwelcome comments or conduct based on sex, race or other legally protected characteristics unreasonably interferes with an employee's work performance or creates an intimidating, hostile or offensive work environment. Anyone in the workplace might commit this type of harassment – a management official, co-worker, or non-employee, such as a contractor, vendor or guest. The victim can be anyone affected by the conduct, not just the individual at whom the offensive conduct is directed. (U.S. FCC)

Authorities

- Universal Declaration of Human Rights
- United Nations Convention on the Elimination of All Forms of Discrimination against Women
- United Nations Covenants on Civil and Political Rights and on Economic, Social and Cultural Rights
- European Convention for the Protection of Human Rights and Fundamental Freedoms
- ILO Convention No. 111
- U.S. Law