

## Employment Discrimination

Employment discrimination has become one of the most prominent areas of modern litigation. Businesses are sued more often by their employees than by any other category of litigant -- more than by competitors, customers or regulators. The great majority of those lawsuits by employees involve the accusation of employment discrimination. The threat of employment discrimination lawsuits has changed the nature of the employment relationship and caused employers to implement safeguards, procedures and technicalities they would have never considered fifty years ago. Further, discrimination has entered the popular consciousness as a legal concept much more successfully than many older legal concepts or categories.

Employment discrimination laws seek to prevent discrimination based on race, sex, religion, national origin, physical disability, and age by employers. There is also a growing body of law preventing or occasionally justifying employment discrimination based on sexual orientation. Discriminatory practices include bias in hiring, promotion, job assignment, termination, compensation, and various types of harassment. The main body of employment discrimination laws is composed of federal and state statutes.

An act that prohibits discrimination based on race, color, religion, sex or national origin is being implemented. Sex includes pregnancy, childbirth or related medical conditions. It makes it illegal for employers to discriminate in hiring, discharging, compensation, or terms, conditions, and privileges of employment. Employment agencies may not discriminate when hiring or referring applicants. Labor Organizations are also prohibited from basing membership or union classifications on race, color, religion, sex, or national origin.

### Questions Related to the Topic

1. Define employment discrimination.
2. What are the examples of discriminatory practices?
3. What are Labor Organizations prohibited of doing?

### Let's Talk More!

1. Do you think employment discrimination exist in different workplaces in your country? If so, give examples.
2. What do you think are the reasons why some employees are discriminated?
3. Have you ever been discriminated against at work? If so, how? What did you do then?

You can see the whole lesson from your teacher, please ask them to send it to you before the class.

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