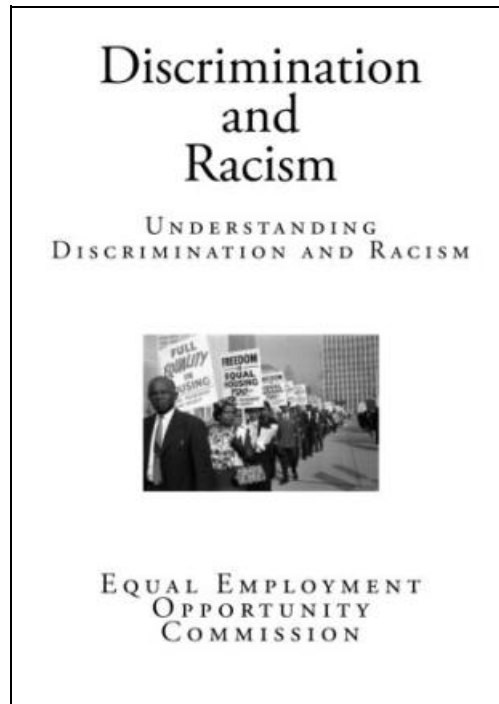


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Createspace, United States, 2014. Paperback. Book Condition: New. 254 x 178 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.Discrimination and RacismUnderstanding Discrimination and RacismWhat are your Rights?ALL YOU NEED TO KNOW ABOUT DISCRIMINATION AND RACISM IN THE USIncludes: Federal Laws Prohibiting Job DiscriminationQuestions And AnswersFederal Equal Employment Opportunity (EEO) LawsEqual Employment Opportunity CommissionIncludes chapters on: AgeDisabilityEqual Pay/CompensationGenetic InformationHarassmentNational OriginPregnancyRace/ColorReligionRetaliationSexSexual HarassmentDiscrimination is action that denies social participation or human rights to categories of people based on prejudice. This includes treatment of an individual or group based on their actual or perceived membership in a certain group or social category, in a way that is worse than the way people are usually treated. It involves the group s initial reaction or interaction, influencing the individual s actual behavior towards the group or the group leader, restricting members of one group from opportunities or privileges that are available to another group, leading to the exclusion of the individual or entities based on logical or irrational decision making.Not all discrimination is based on prejudice, however. In the U.S., government policy known as affirmative action was instituted to encourage employers and universities to seek out and accept groups such as African-Americans and women, who have been subject to the opposite kind of discrimination for a long time. Discriminatory traditions, policies, ideas, practices, and laws exist in many countries and institutions in every part of the world, even in ones where discrimination is generally looked down upon. In some places, controversial attempts such as quotas have been used to benefit those believed to be current or past victims of discrimination--but have sometimes been called reverse discrimination themselves.



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