

S.5.2 Gender Equality: The law

Discrimination: direct, indirect, harassment and victimisation.

Decide whether these are examples of direct discrimination, indirect discrimination, harassment or victimisation.

After discussion, write the scenario number in the box where you feel it fits below.

1. A female pupil fills in her subject choices but is told she can't get a subject because too many girls are asking for it and there are only places left for boys.
2. Your boss sends you jokes and images that you think are pornographic.
3. The owner of a new company that is setting up their business in your area advertises some new jobs. The employer says that all the jobs are full time only.
4. You work with someone that knows you have lesbian mums. They keep making comments about lesbians to another person in the office, just loud enough so that you hear.
5. A bank is advertising mortgages – and says only people who have full-time jobs can apply.
6. A young man goes for a Modern Apprenticeship as a nursery nurse and the provider says they only take on young women.
7. Your friend at work has complained that she is being harassed by another employee. You have given her support including making a statement to your manager. A promotion came up that you thought you had a chance at getting. You applied, but didn't even get an interview.
8. A woman gets a job in a place where not many women have worked before. In the staff room there is a calendar with photos of naked women. The new worker asks that this be taken down and this has been done. But now no-one will speak to her in the staff room.

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|------------|---------------|
| Direct | Indirect |
| Harassment | Victimisation |

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| Direct 1, 6 | Indirect 3, 5 |
| Harassment 2, 4 | Victimisation 7, 8 |