

Discrimination starts with you




todoimás

2011 forum for equality
and non-discrimination



MINISTERIO
DE SANIDAD, POLÍTICA SOCIAL
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SECRETARÍA
DE ESTADO
DE IGUALDAD
DIRECCIÓN GENERAL
PARA LA IGUALDAD
EN EL EMPLEO CONTRA
LA DISCRIMINACIÓN



CONSEJO PARA LA PROMOCIÓN
DE LA IGUALDAD DE TRATO Y
NO DISCRIMINACIÓN DE LAS PERSONAS
POR EL ORIGEN RACIAL O ÉTNICO



Discrimination is unfavourable treatment of a person or group of people because of a particular characteristic they possess. It is based in the belief that not all people are equal in terms of rights and dignity, and consequently that it is possible to differentiate people and place them in a disadvantageous position in comparison with others.

But discrimination is not just that. Although it may seem contradictory, it can also sometimes be to give a person or social group, which is in a distinct situation, the same treatment as others.

In short, to discriminate is to go against one of the fundamental principles of the Declaration of Human Rights, which states that all people are born free and equal in dignity and rights. At the same time, discrimination also violates the fundamental right to equal treatment and non-discrimination.

You may believe that discrimination is not something that concerns you, and that it only affects certain groups of people to which you do not belong. You may also believe that you never discriminate against anyone.

This guide aims to help you to discover that discrimination is more common than you may think, and may be happening to you or someone close to you.

In order to end these inequalities, the first step is to be aware that you can be or have been discriminate against and that you can identify discrimination. Stopping discrimination starts with you.

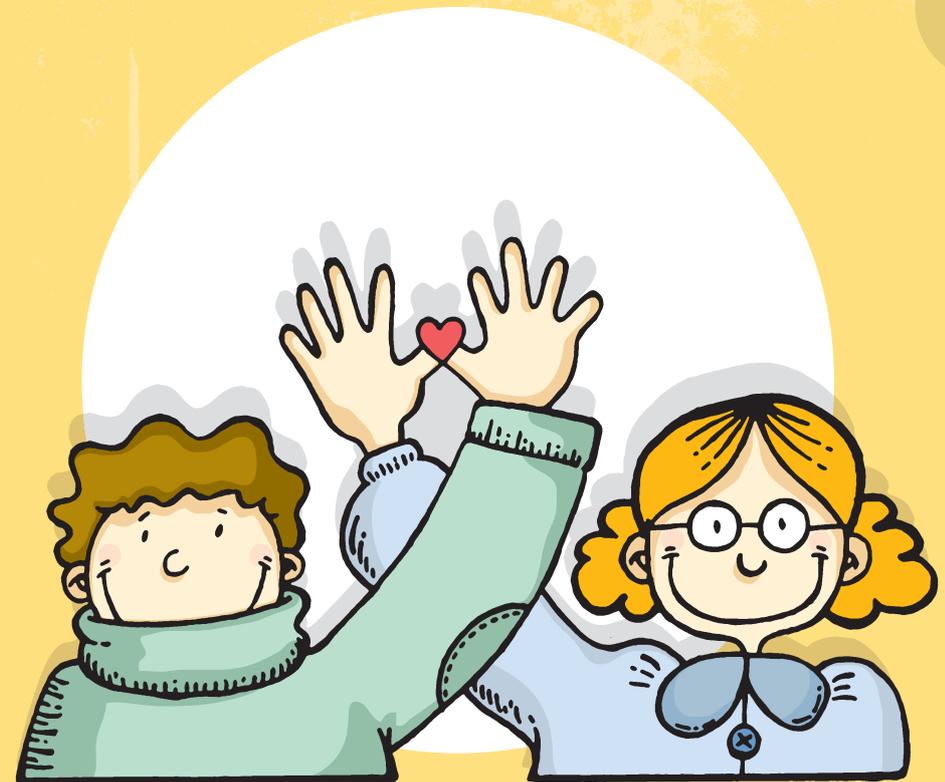


Stop Discrimination!

...Because discrimination can occur in a lot of places

...Because you can discriminate for many reasons

...Because before you realise it you can discriminate



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Generally, prejudices are those views that are negative and are formerly and stubbornly held about something or somebody that is unknown or poorly known.

In our society there are very common and long standing prejudices. They have become ingrained in our culture and run contrary to the concepts of respect for others and equality.

Those prejudices can be the basis of discrimination. The more negative and inflexible that someone's prejudices are, the more severe their attitudes and discriminatory acts can be.

The most banal and innocent acts, such as the use of derogatory terms to describe a person or group, fuel discrimination. How often do you make jokes about certain people based on stereotypes? How common is it to hear expressions with a certain discriminatory tone?

We can therefore say that almost everyone has some discriminatory attitudes, even though these are on a small scale. You probably have these attitudes too.



...Got you thinking?

Stop Discrimination!

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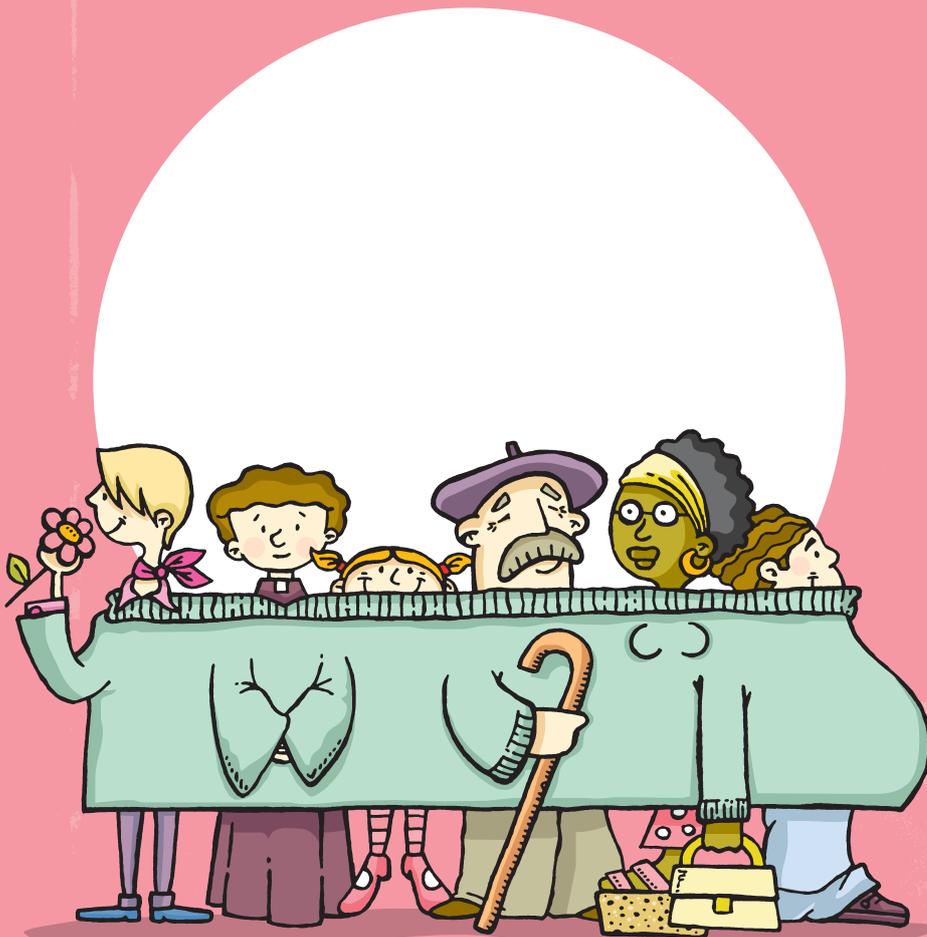
...Because you can discriminate for many reasons

It is common to think that discrimination only occurs when someone harasses another person because of their sex, racial or ethnic origin, religion, beliefs, sexual orientation or identity, or having a disability.

But there are many more reasons for discrimination, including age or illness, and even political opinions, as well as any other personal or social circumstance.

In short, when we treat someone who is different for one of these reasons unfavourably in comparison to how we treat others, we are discriminating against them.

...Considering all the reasons for discrimination, do you really think you treat everyone equally?



Stop Discrimination!

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Discrimination occurs in all areas. When two or more people interact, there are many possible ways to find discrimination. It can occur in public and private places: at home, in the neighbourhood, at school, at work, in entertainment venues, in the street...

Discriminatory language is sometimes used in the media (television, press, Internet, etc); for example, in the way in which the news are presented in relation to specific social groups. On other occasions, it is because negative stereotypes are presented about particularly vulnerable people. There are even times when negative attitudes about people are displayed by professionals and others appearing in the media.

And it is even possible to perceive discrimination in access to public services, including health, education, housing, social services...

After all, such discrimination can occur between individuals, between a social group and an individual, and even between different social organisations; you might find it in any environment.

...Are you certain that there is no discrimination around you?



Stop Discrimination!

Discrimination is unfair and against the law because it violates the fundamental rights of individuals. It can happen to anyone in many environments or circumstances. Thus, we must stand up to it, but why?

Because **ending discrimination means:**

- Accepting that our society is diverse and that equality implies respect for that diversity.
- Facilitating the exercise and enjoyment of our individual rights as members of a democratic society.
- Considering that it is essential to ensure integration and social cohesion.

In order to build a cohesive and equitable society it is necessary that public authorities guarantee the right to equality and effectively eradicate discrimination. Without your support, without your commitment to human rights, this will not be possible.

How can you help fighting discrimination?

- Being aware of your prejudices and overcome stereotypes: equality can begin in you.
- Recognising that diversity is enriching, as it provides benefits to our society: don't put distance between yourself and get to know people who you see as different, start dialogue and share spaces.
- Informing yourself about your rights, about the legislation that protects us and the resources that are available to guarantee equal treatment and non-discrimination.
- Reporting any discriminatory act.



Because it is unfair and illegal and because it hurts us all:

**GET INVOLVED IN THE FIGHT
AGAINST DISCRIMINATION!**

If you want to, you can ►

Equality starts with you



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...Discrimination is a social problem that has serious consequences:

- It is an attack on the human rights of women and men.
- It is a direct attack on the dignity and rights of individuals and groups of people. When someone suffers discrimination, their potential for development (personal, professional, social...) is diminished, resulting in a situation where both the victim and the people in his/her environment suffer.

But fortunately, we can fight together against discrimination and its effects.

What can you do to end discrimination?

- Reject socially learned prejudices and negative stereotypes.
- Support diversity, because the differences that exist between people can never be an excuse to treat anyone in a negative way.
- Challenge discrimination when you see it, even if you are not the victim.
- Report discrimination, either to the police or to the institutions and organisations working to eradicate it.

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This programme, seven years in duration, is aimed at all stakeholders who can contribute to the implementation of effective employment policies, and the development of social policy in the 27 countries of the European Union, EFTA/EEA, and candidate and pre-candidate countries.

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Start fighting discrimination!

...Because discrimination can affect any of us

...Because discrimination has very serious consequences

...Because there are many forms of discrimination



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...Because there are many forms of discrimination

Discrimination can manifest itself in different ways: directly or indirectly, as multiple discrimination, harassment, by association and because of mistaken perceptions.

Direct discrimination occurs when one person is treated unfavourably compared to another in a similar or comparable situation. An example: a woman and a man are paid different salaries for doing the same work.

Indirect discrimination occurs when an apparently neutral provision, criterion or practice causes or may cause one or more persons a particular disadvantage compared to others.

Multiple discrimination occurs when someone suffers discrimination for various reasons which contribute or interact, leading to a specific type of discrimination. An example: a person is not offered a job because of her gender and because she is a gypsy and a mother.

Harassment is a type of conduct which is motivated by an individual's identity as a member of a particular group. It seeks to violate the dignity of a person, causing an intimidating, hostile, humiliating, offensive or segregating environment around that person. An example: an immigrant family whose neighbours make racist jokes or give insulting looks when they cross on the stairs.

A clear example of how discrimination can affect anybody is **discrimination by association**. Imagine, for example, that you have a relationship with a person who, for whatever reason, is discriminated against. If as a result of that relationship, you also suffer discrimination, it is termed "by association."

Discrimination by mistake can also occur, and is based on a mistaken perception of the person discriminated against by associating them with certain characteristics. An example: a person is not permitted to enter a place of leisure because it is wrongly believed that he/she is homosexual. This would be discrimination by mistake based on perceived sexual orientation.

...Considering its variety of forms, do you know any cases of discrimination?

Start fighting discrimination!

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can affect any of us

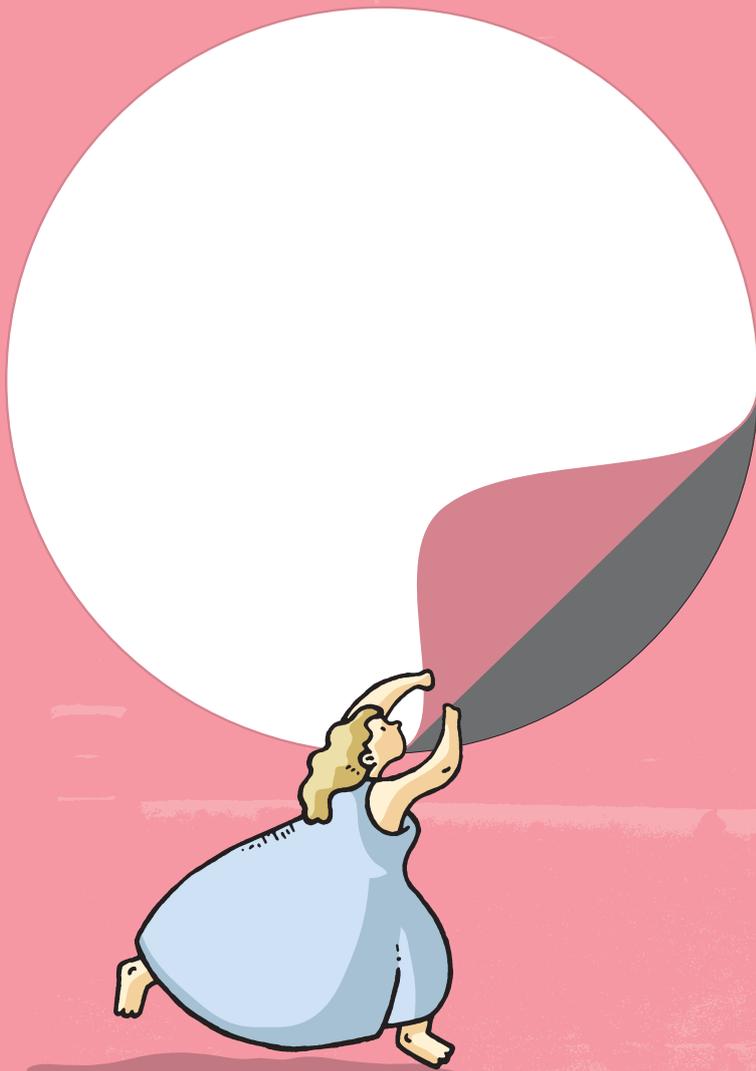
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Discrimination can have many consequences for the people who suffer it, the people in his/her environment and for the whole of society.

For the victim and the people in his/her environment (family, friends, work...), firstly because it prevents the normal exercise of rights and secondly because discrimination can have a physical character, such as physical assault or psychological consequences, for example loss of self-esteem or economic consequences, due to the individual being unable to access employment and therefore to a salary or social consequences, even becoming socially excluded.

More generally, for our society as a whole, discrimination hinders societal development because it prevents cohesion between our citizens, it implies costs to our judicial system, in terms of a waste of human talent necessary for progress and society's development, and it accentuates social tensions even going as far as to generate unnecessary conflicts.

...Did you know that discrimination
is such a serious problem
and that it also affects you?



Start fighting discrimination!

...Because discrimination can affect any of us

You may think that discrimination is something that doesn't directly concern you; that it is a problem suffered by groups to which you do not belong. Maybe you do not currently suffer from discrimination, but remember that anyone can be a victim of discrimination at anytime, because of their:

- Age, either for being young or old.
- Convictions or religious beliefs.
- Sexual orientation different from the majority or because of their sexual identity.
- National origin.
- Racial or ethnic origin.
- Disability.
- Appearance: for having an appearance that is not considered to be within the established concept of beauty: overweight, height, physical marks or mutilations, and so on.
- Style of dress.
- Or because of where they live (their neighbourhood) or come from (for example a rural environment).

Women are more severely affected by all of these discrimination forms because they usually are victims of multiple discrimination.

...Do you really believe that you will never be discriminated against?



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