



# DISCRIMINATION



## FACT SHEET



### WHAT IS DISCRIMINATION?

- Discrimination is the unfair and prejudiced treatment of individuals based on characteristics such as race, gender, age, religion, sexual orientation, or other personal attributes rather than their qualifications, skills, or performance.
- It encompasses a range of harmful behaviors, including unequal opportunities, biased decision-making, harassment, and exclusion.
- Discrimination not only damages the well-being and self-esteem of affected employees but also hinders workplace diversity, innovation, and productivity.



### WHY IS IT HARMFUL?



- Discrimination is harmful because it perpetuates inequality and injustice while also undermining the fundamental principles of fairness, diversity, and meritocracy.
- It creates a toxic work environment where individuals are judged and treated unfairly based on factors beyond their control, such as their race, gender, or other personal attributes.
- This not only erodes employee morale, self-esteem, and job satisfaction but also significantly impairs teamwork, collaboration, and innovation.
- Discrimination ultimately limits the full potential of the workforce by preventing talented individuals from reaching their professional goals and contributing their unique perspectives and skills.



Negative Psychological Effects



Legal Consequences



Missed Innovation



Decreased Productivity



Damaged Reputation



High Staff Turnover



Potential for Conflict



Toxic Work Environment

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