

DISCRIMINATION & HARASSMENT IN THE WORKPLACE

PRESENTATION TO
WECAN BY RUGARE
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DO WE HAVE A COMMON UNDERSTANDING?

DISCRIMINATION

- Have you ever experienced discrimination – how did it make you feel, turn to the person next to you and share your experience

HARRASSMENT

- What is your understanding of harassment – Turn to the person on your other side and listen to their story

WHY SHOULD WE CARE?



DISCRIMINATION: AN UNFAIR LABOUR PRACTICE



Non-Discrimination at law and the real difference between the law & Practice.

- In accordance with the Constitution, there cannot be any discrimination on the ground of nationality, race, colour, tribe, place of birth, ethnic or social origin, language, class, religious belief, political affiliation, opinion, custom, culture, sex, gender, marital status, age, pregnancy, disability or economic/social status.
- Labour Act Chapter 28:01 requires that employers or other persons can't discriminate (in the employment related matters) on the following grounds: "Race, tribe, place of origin, political opinion, colour, creed, gender, pregnancy, HIV/AIDS status or on the basis of disability".
- Source: §56(3) of the Constitution of Zimbabwe; §5 of the Labour Act 1985
- Equal Choice of Profession
- In accordance with the Constitution, every person has the right to choose and carry on any profession, trade or occupation, but the practice of a profession, trade or occupation may be regulated by law.
- Sources: §64 of the Constitution of Zimbabwe

IT IS POSSIBLE FOR SOMEONE TO EXPERIENCE DISCRIMINATION AT ALL STAGES OF THE EMPLOYEE LIFE CYCLE, FROM HIRE TO TERMINATION.

HARASSMENT; USED INTERCHANGEABLY WITH BULLYING BUT LEGALLY DIFFERENT

- Despite their legal differences, bullying and harassment often include relatively similar behaviors – and both are about power.
- Bullying and harassment means any unwanted behaviour that makes someone feel intimidated, degraded, humiliated or offended. It is not necessarily always obvious or apparent to others, and may happen in the workplace without an employer's awareness.
- Can cause stress and anxiety
- Harassment can be of a sexual nature and can involve unwelcome sexual advances, requests for sexual favours and other verbal or physical harassment of a sexual nature.

BEHAVIOURS THAT CONSTITUTE BULLYING OR HARASSMENT (NOT EXHAUSTIVE)



Discriminatory harassment



Personal Harassment – can include intimidation, ostracizing, personal humiliation



Verbal harassment (consistently mean or unpleasant, offensive jokes, racial & other slurs, name calling)



Physical harassment (physical assaults or threats, touching or other unwelcome bodily contact which can also be construed as sexual harassment)



Power harassment (excessive work demands, intrusion into personal life, demeaning demands etc.)



Psychological harassment
Isolating or denying the victim's presence

- Belittling or trivializing the victim's thoughts
- Discrediting or spreading rumors about the victim
- Opposing or challenging everything the victim says



Cyberbullying
Share humiliating things about victim by mass email or mass chat

- Spread lies or gossip about the victim on social media
- Send harassing instant messages or text messages directly to the victim



Sexual harassment (including quid pro quo harassment), repeated refusals for dates, displaying sexually suggestive objects etc.

<https://i-sight.com/resources/11-types-of-workplace-harassment-and-how-to-stop-them/>

MANAGER/LEADER VS BULLY BEHAVIOUR



Discussion

Crowd source example behaviours

Other sources:

<https://bullyonline.org/old/workbully/manage.htm>

<https://www.verywellmind.com/tough-vs-bullying-boss-460838>

TAKE ACTION



- If you are experiencing Discrimination, bullying or harassment at work, take steps to report it. **Do not allow discrimination, bullying or harassment to continue** without addressing it in some way.

RECOURSE



AWARENESS
RAISING – DID
YOU KNOW.....?



YOUR
ORGANISATION'S
POLICIES AND
PROCEDURES (CAN
LEAD TO
DISCIPLINARY
ACTION)



ADVOCACY



TRAINING STAFF
ON HOW TO
DEAL WITH
D&H(E.G.
ASSERTIVENESS
TRAINING,
DIFFICULT
CONVERSATIONS),
HOW TO REPORT
OR GET HELP



AS A LEADER TAKE THE
NECESSARY
APPROPRIATE STEPS IN
DEALING WITH
COMPLAINTS FROM
YOUR TEAM MEMBERS
HAVE REGULAR CATCH
UPS BE CONCERNED
ABOUT WELLBEING



COUNSELLING



MEDIATION

BUT: CHOOSE YOUR BATTLES

SOME BATTLES YOU CAN TAKE ON



OTHERS ARE NOT YOURS TO FIGHT



THANK YOU

ANY QUESTIONS?

