

## **Discrimination**

Discrimination is hurtful and damaging to individuals and groups. It drives inequality. PCS is committed to fighting discrimination in your workplace, society and community.

We all have the right to a life free from discrimination and degrading treatment at work, in our communities, in education and the provision of services. It is unlawful to treat people unfairly because of a protected characteristic; age, disability, gender reassignment, race, religion or belief, sex, sexual orientation and in N Ireland only – political opinion.

There are different types of discrimination. Direct discrimination is where you are treated worse than someone else because of a protected characteristic. Indirect discrimination is where an organisation has a practice or policy that applies to everyone, but disadvantages people of a protected group.

Harassment is where a person behaves in a way, because of a protected characteristic, which violates your dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. Victimisation is where you have made a complaint about discrimination, in good faith, or helped someone else with a complaint and suffered as a result.

If you feel you have suffered discrimination, you are not alone. Talk to your [union rep](#). We can help you if you were a member at the time of the incident(s). We can give free legal advice, guidance and representation for workplace discrimination issues. We also have equality networks and resources that can help.

Not a member? [Join PCS today](#).