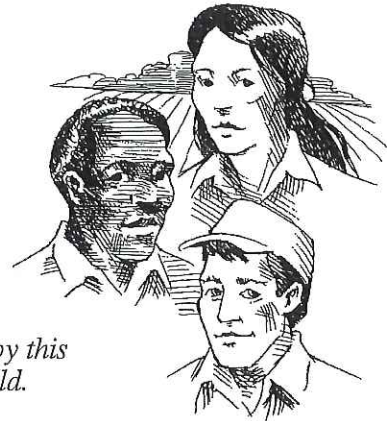


# Discrimination Is a Serious Matter

Editor's note: Our Tailgate Training Tip Sheets are [available in Spanish at www.gemplers.com](http://www.gemplers.com).

## KEY POINTS:

- Unlawful discrimination can take many forms.
- “Joking” about an older worker’s age or commenting about a pregnant worker’s condition may result in charges of unlawful discrimination or harassment.
- We encourage you to report any allegations of discrimination to your supervisor or another manager.



*Note to trainer: Follow this script or use it to help guide you through a 10- to 15-minute tailgate training session for your ag/hort workers. You may photocopy this sheet for your employees’ personal use. However, it may not be published or sold.*

## What is discrimination?

- Many of us came to the United States from other countries.
- Even those of us who were born here may have a different ethnic background, religion, or skin color from our co-workers or neighbors.
- Sometimes, people treat a person or a group of persons badly solely because of their ethnic background, religion, or the color of their skin.
- This is called discrimination – and in many cases, it is against the law.
- Federal law specifically prohibits discrimination in the workplace based on a person’s race, color, sex, age, religion, disability, national origin, pregnancy, citizenship status, or military status.
- Some state laws also prohibit discrimination against a person because that person is married, is gay or lesbian, or for other reasons.
- Discrimination is a very serious matter, and we do not tolerate it here.



## Examples of discrimination

- Here are a few examples of discriminatory actions – including harassment – in the workplace that can result in trouble with the law:
  - making “jokes” about an older worker’s age
  - making ugly comments about a person’s race, color, sex, religion, age, disability, or national origin
  - making unwelcome sexual advances toward a co-worker
  - demanding sexual favors in return for a promotion or continuation in a job
  - refusing to hire a worker because the person has a foreign-sounding name, “looks” foreign, has an accent, or doesn’t speak English when English is not a legitimate requirement of the job
  - treating African-American employees differently from Hispanic or Caucasian employees solely because they are African-American



**Treating Hispanic employees differently from other employees solely because of their nationality is one form of discrimination.**

*(Continued on back)*

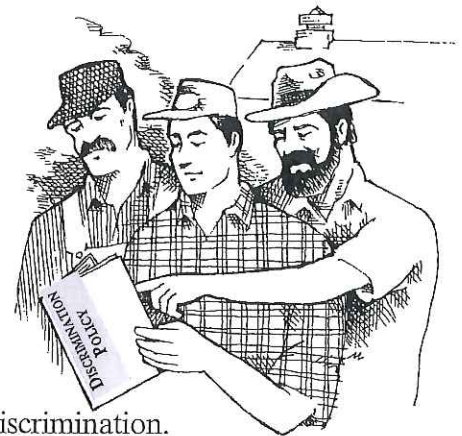
See our [full line of safety supplies](#), including respirators, eye and ear protection, coveralls, first aid and more.

## Discrimination Is a Serious Matter

- making negative comments about a pregnant worker's size
- paying equally qualified female workers less than male workers when both are doing mainly the same job

### We do not tolerate discrimination

- We strictly prohibit unlawful discrimination against job applicants, employees, managers, vendors, customers, and other visitors.
- This policy applies to all supervisory and non-supervisory employees, managers, and farm labor contractors.
- We urge you to immediately contact your supervisor or another manager if you believe someone at work has engaged in unlawful discrimination.
- We will thoroughly investigate your claim, and will not punish you in any way for truthfully reporting such conduct.
- Know, too, that we prohibit our farm labor contractors, managers, supervisors and other employees from retaliating against any worker who files a discrimination complaint.
- Any employee, supervisor, manager or farm labor contractor who violates our discrimination policies will be subject to discipline, including possible discharge from his or her job.



### More important information

- Engaging in unlawful discrimination can result not only in being fired from your job but also in court actions and large fines. This type of behavior can also be hurtful and disrupt our whole team.
- Because of that, it's important to take discrimination very seriously – and not make discriminatory comments of any type, even in the form of a “joke.”
- Be aware that men as well as women can file complaints of sex discrimination. Sex discrimination may even occur when a male employee harasses another male employee in a sexual manner.
- Also, know that a Caucasian employee can file a racial discrimination complaint. The law protects Caucasian or white persons from unlawful discrimination, just as it protects persons of other races and ethnic backgrounds.
- Be especially careful not to make degrading comments about a co-worker's religion or national origin. The federal agency that enforces the laws prohibiting such discrimination is keeping a close watch for this since the attacks by terrorists on the World Trade Center in New York and the Pentagon in Washington, D.C.



### Are there any questions?

*Note to trainer: Take time to answer trainees' questions. Then review the **Discrimination Do's and Don'ts**.*

**Know that men as well as women can file complaints of sex discrimination.**

## DISCRIMINATION DO'S AND DON'TS

### DO:

- Know that state and federal laws prohibit many forms of discrimination in the workplace.
- Be aware that we take complaints of discrimination very seriously.
- Know that men as well as women can file sex discrimination complaints.

### DON'T:

- Make ugly comments based on a person's race, color, sex, age, religion, disability, national origin, pregnancy or citizenship status.
- Hesitate to report allegations of unlawful discrimination. We will not punish you for truthfully reporting such conduct.
- “Joke” about an older worker's age, or another worker's race or disability. This could lead to charges of discrimination.

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