

What is Racial Discrimination?

Racial discrimination, at its core, means that a job applicant or employee is treated unfavorably because of their race or related characteristics. Related characteristics can include skin color, complexion, hair texture, and physical features, such as the shape of the eyes or nose.

Examples of race discrimination might include:



Not getting hired



Not getting a promotion or raise



Denial of benefits or bonuses



Unfavorable scheduling



Receiving a lower wage than employees of a different race



Receiving increased responsibility at work but not getting a higher job classification or pay raise



Getting a pay cut or reduction in benefits



Exclusion from work-related activities



Isolation



Harassment and stereotyping



Retaliation for speaking out against racial discrimination or harassment in the workplace



Wrongful termination



Employment policies that directly or indirectly have an adverse effect on applicants/employees of a particular race



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Racial Discrimination Under Law

Patrick Thornberry



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