

Discrimination in the Workplace

PROPERTY OF PITTSBURGH STATE UNIVERSITY

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➤ Notice of Nondiscrimination

- Pittsburg State University prohibits discrimination on the basis of race, color, religion, sex, national origin, sexual orientation, age, marital or parental status, ancestry, genetic information, gender identity, gender expression, military or veteran status, or disabilities.

➤ Equal Opportunity Statement

- Pittsburg State University is committed to a policy of equal opportunity for all members of the University community. To ensure that all individuals have the opportunity to realize their employment goals and/or their educational goals and potentials, the University shall conduct all endeavors and activities without discrimination based on race, color, religion, sex, national origin, sexual orientation, age*, marital or parental status, ancestry, genetic information, gender identity, gender expression, military or veteran status, or disabilities. Equal opportunity for employment, education, and educational-related activities shall be extended to all qualified persons.

*as specified by law

Discrimination

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To treat another differently, or less favorably, based upon specific or perceived protected characteristics

- **Can be connected with a prejudice**
- **Always based on a protected characteristic**
- **Considered a public health issue**
- **Can be intentional or unintentional**

Intentional discrimination often occurs between individuals

- Example: Treating someone differently because of their gender identity

Unintentional discrimination often occurs in systems

- Example: Policies that impact racial groups differently

Federally Protected Characteristics

Race

Color

Religion or
Creed

National
Origin or
Ancestry

Sex*

Age

Disability
(physical or
mental)

Veteran
Status

Predisposing
Genetic
Information

Citizenship

*includes pregnancy, sexual orientation, and gender identity/expression

Types of Discrimination

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Disparate Treatment, Adverse Impact, Harassment, and Retaliation

Disparate treatment: Treating someone differently or worse than another because of an identity affiliated with a protected characteristic.

- Intentional

Adverse Impact: Occurs when a neutral plan or rule is implemented that disadvantages certain groups or individuals.

- Unintentional

Retaliation: When an employer takes adverse action against an employee for engaging in protected activity.

- Example: Policies that impact racial groups differently

Harassment: Any unwanted physical or verbal behavior that is meant to offend or humiliate.

- Unwelcome remarks or jokes about race, religion, sex, age, disability or any other of the grounds of discrimination;
- Threatens or intimidates because of race, religion, sex, age, disability or any other of the grounds of discrimination;
- Makes unwelcome physical contact , such as touching, patting, or pinching.
- Quid Pro Quo, Hostile Environment

*Sexual Harassment is also covered under Title IX

Discrimination Grievance Procedures

When an individual thinks that his/her rights have been violated due to race, color, religion, sex, national origin, sexual orientation, age, marital or parental status, ancestry, genetic information, gender identity, gender expression, military or veteran status, or disabilities, he/she* should go through the following PSU Discrimination Grievance procedure.

PSU website -> search Grievance

DISCRIMINATION GRIEVANCE PROCEDURE
| PITTSBURG STATE UNIVERSITY
(PITTSTATE.EDU)



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