

**MODULE 5**  
**Protection from Discrimination**  
**Participant Outline**

**90 minutes**

**Objectives:**

- to name what types of discrimination in the work place are against the law
- to review who is protected against discrimination under the Massachusetts Fair Employment Practices Act (and related Federal laws)
- to examine the concept of “employee-at-will”
- to review agencies which are responsible for enforcing the law
- to practice applying laws to common workplace situations
- to understand and evaluate different responses to discrimination: complaints, law suits, concerted activity, keeping your mouth shut

**Welcome and Introductions**

**Activity 1: What Types of Discrimination in the Workplace are Illegal?**

Brainstorm a list of things that happen in the workplace which are or should be against the law.

**Activity 2: What does the law offer: The Massachusetts Fair Employment Practices Act (FEPA)**

Review the Massachusetts Fair Employment Practices Act, which bars discrimination in the workplace.

**Activity 3: What Does the Law Say About Remedies for Discrimination?**

Review the remedies available to respond to workplace discrimination.

**Activity 4: Identifying and Responding to Discrimination**

Determine and evaluate different ways to respond to discrimination on the job.

**Activity 5: Evaluating Cases of Discrimination**

Practice analyzing and responding to cases of workplace discrimination.

**Summary**