

Flipcharts for MODULE 5: Protection from Discrimination

Flipcharts for Welcome and Introduction

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

Agenda

- Welcome and Introductions
- What Types of Discrimination in the Workplace are Illegal?
- What does the law offer: The Massachusetts Fair Employment Practices Act (FEPA)
- What Does the Law Say About Remedies for Discrimination?
- Identifying and Responding to Discrimination
- Evaluating Cases of Discrimination
- Summary

Flipchart for Activity 1 (title only)

Examples of Workplace Discrimination

Flipcharts for Activity 2

FEPA
What's protected? No discrimination on the basis of: <ul style="list-style-type: none">• race, color, sex, religion, national origin, age over 40, handicap or sexual orientation
What can't an employer do? No discrimination in: <ul style="list-style-type: none">• Hiring, promotion, discharge, pay, fringe benefits and other aspects of employment• No sexual harassment on the job
File complaints with: MCAD

Other Laws Barring Discrimination
<ul style="list-style-type: none">• The Equal Pay Act• Executive Order 11246, for federal workers• Age Discrimination in Employment Act• The Americans with Disabilities Act• The Massachusetts Equal Rights Act• Regulations developed by the EEOC (Equal Employment Opportunity Commission) and the MCAD (Massachusetts Commission Against Discrimination)

Flipchart for Activity 3 (title only)

What Should Happen to the Employer?
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Flipchart for Activity 4

Responding to Discrimination

1. No response
2. Individual response
3. Group response