

What are the types of discrimination

[Business](#), [Human Resources](#)



Types of discrimination Types of Discrimination Discrimination can be regarded as the unfair treatment of one person over another where their ability to perform a particular task is similar. In human resource departments, there are various types of discrimination. One of the types is discrimination by association; this is when a person with disabilities is discriminated from working with the other employees. Employers do not listen to their opinion as to how a particular task is to be done. Religion of the employee also leads to discrimination. Those employees that share the same religion or beliefs with their manager will tend to receive special treatment. Those that do not share the same beliefs will be subjected to hard work, working lengthy hours and working under unhealthy conditions (Roscigno, 2007).

Perception discrimination is the second type of discrimination. Managers may discriminate an employee based on the perception that people have on the race of the employee. Some races are perceived to be intelligent while others are perceived to be foolish; hence, the manager will treat an employee based on that perception. Sexual orientation is also used by managers. Many times, women are perceived to be weaker than men hence men may end up getting the best position than the women. The third type of discrimination is indirect discrimination. The age of a worker may be a discriminating factor. For example, if the manager is old, opinion of the young employees will not be valued since they believe they don't have experience in their work (Roscigno, 2007).

Sexual harassment is the fourth type of discrimination. Sexual harassment is most common in many organizations, where the manager sexually abuse the

employees for them to get promotion, easy jobs and to avoid punishment. Victimization is the fifth type of discrimination where a person is treated badly because of not supporting the manager; it may be due to complaint the person had filed against employer.

References

Roscigno, V. J. (2007). *The face of discrimination: How race and gender impact work and home lives*. Lanham, Md: Rowman & Littlefield.