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Now that you understand the most common situations that trigger workplace discrimination suits, let's take a look at how to avoid them:

Create written criteria. Before you make any major decisions – hiring, firing, promotions, etc. – make sure you write out objective criteria

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to establish how you
plan to evaluate
applicants and
employees.

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How to Prevent

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1. Post an

antidiscrimination

policy. Ensure that

every employee

receives a copy of the

policy and require

each to read...

2. Inform potential

employees.

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Individuals typically know if they can't handle working with someone of a particular race.

3. Establish an ...

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To prevent discrimination in the workplace, you must develop a clear and

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comprehensive policy addressing unlawful discrimination and make sure all employees – especially supervisors – understand the types of conduct that are prohibited and the consequences of engaging in that conduct.

How to Prevent

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Discrimination in the Workplace (with Pictures)

What the 'protected characteristics' are, and differences between discrimination and other types of unfair treatment. When an employer may make a decision based on age, race or another protected

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characteristic

Circumstances when
Discrimination
an employer may
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legally make a

decision based on a
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you're treated unfairly
at work

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imply in a job advert that you'll discriminate against anyone. This includes saying that you are not able to cater for workers with a disability. Only use phrases like 'recent...

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discrimination:

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1. Leadership
Commitment. First
and foremost, the

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Leaders of a company or organization, including the owners, executives and senior managers, must personally commit to promoting and creating an environment and culture which does not tolerate discrimination and harassment in the workplace.

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6 Tips to Avoid Harassment and Discrimination Claims

Create an anti-discrimination policy for your workplace.

Make sure your employees understand what types of behavior are and are not acceptable. Post these rules in public

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places like a lunch room, communal workspace, or water cooler. Send an email out to all of your employees as well.

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