

Race Discrimination and Harassment

Fighting Race Discrimination and Harassment in the Workplace

Race discrimination and harassment are prohibited under the Federal Law, particularly Title VII of the Civil Rights Act of 1964. Title VII protects employees and job applicants from unlawful decisions based on one's race or ethnic origin. Racial discrimination occurs when an employer takes actions that disproportionately affect people of a particular race. Race discrimination and harassment are also prohibited by Section 1981 of the United States Constitution as well as both State and New York City law.

Racial discrimination may be manifested in a number of ways. For example, members of a particular race are paid less for the same amount of work, deprived of promotions, fired, or denied certain opportunities that are given to their co-workers of different races. Racial discrimination also occurs when a less qualified applicant is hired because of his or her race.

Race harassment is prohibited as well as discrimination. Race harassment is any intimidating or offensive conduct such as racist jokes or unwelcome comments on one's cultural habits that create a hostile work environment or negatively affect one's work performance.

If you are or have been discriminated against because of your race you need to know how to respond to the unlawful action in order to take back the rights and respect you deserve. Basically, there may be two possible scenarios of race discrimination and harassment.

Obvious discrimination occurs when the employer or manager openly states that employees of a certain race will not get promotion or otherwise manifests racial bias.

Suspected discrimination is more difficult to prove. It may be so that the company you're working with has never promoted a representative of a certain race or has a double standard policy that favors members of one race over the others.

If you have found yourself in one of the abovementioned situations you need to take action in order to protect yourself from race discrimination and harassment.

You need to write down every instance of a statement or action that you find offensive or discriminating, keep track of intimidating e-mails and messages as well as race-based employment decisions.

Racial discrimination is targeted at a group of people, not just one person. Find out if your co-workers have had problems related to their race or national origin.

File a complaint to the upper management of your company or require an investigation into the problem if you're not completely sure as to whether racial issues are the cause of the discrimination.

If the company is reluctant to address the problem about race discrimination and harassment, fails to take action or just ignores your complaint, your next step will be to file race discrimination charges with the EEOC (Equal Employment Opportunity Commission) or a state equivalent agency. The agency will require the company to account for the doubtful decisions and policies and may even start its own investigation. You should contact one of our attorneys if you feel you are being mistreated because of your race.

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New York Race Discrimination and Racial Harassment Lawyers

If you or someone you know is the victim of racial discrimination in the workplace, Employment Lawyer New York can help you by offering the top New York Racial Discrimination Lawyers available; search Employment Lawyer New York today for a NYC Race Discrimination Lawyer or a NY Long Island Racial Harassment Lawyer.

Racism in the workplace is an all too common occurrence that should not be tolerated. Whether it comes in the form of constant racial slurs and racial jokes, preferential treatment towards others based on race, or even coworkers threatening each other because of racial disagreements, a New York race discrimination lawyer from Employment Lawyer New York will take represent your case. Fight against racial harassment at work by hiring a New York racial discrimination lawyer, and let Employment Lawyer New York handle your difficult situation for you. When you are on the job, you should be able to focus on working productively and efficiently without having to worry about your job or your personal safety.

Serving Manhattan, Brooklyn, Bronx, Queens, Staten Island and Long Island

Racism in the workplace can be avoided, so search Employment Lawyer New York for New York racial discrimination lawyers in Manhattan, New York City, Nassau County NY, Suffolk County NY, Carle Place NY, Brooklyn, the Bronx, Queens, or Staten Island. Your racial background is your own personal business, and it should not affect your employer's or your co-workers' opinion or treatment of you. The amount of money employees make, their prospects for promotion, and their job positions should have nothing do with the employees' race, and that's why our New York race discrimination attorneys are committed to preventing that from happening.

If you are a target of racist attacks at your place of work, act now and hire a NYC race discrimination lawyer or a NY Long Island racial harassment lawyer today, and allow our New York racial discrimination lawyers to protect your employee rights.