

RACE, RELIGION & YOUR RIGHTS AT WORK



Everyone Deserves Respect. Everyone Deserves Equality.

The CWU is Here to Support You

No one should face discrimination, harassment or unfair treatment because of their race, ethnicity, nationality, religion or belief.

Yet many workers still experience racism, religious discrimination, exclusion and barriers to progression in the workplace.

The CWU is committed to challenging discrimination and creating workplaces where everyone is treated with dignity and respect.

WHY JOIN THE CWU?

When discrimination occurs, having the support of your union can make all the difference.

The CWU can help you understand your rights, raise concerns with confidence, challenge unfair treatment and ensure your voice is heard. Members can access advice, representation and support from experienced union representatives, as well as free specialist legal advice on employment law matters and assistance with personal injury claims where appropriate.

We don't just support individual members – we campaign for fair treatment, equality and inclusive workplaces where everyone can thrive.



WHAT CWU MEMBERS SAY

When I experienced racist behaviour at work, I wasn't sure where to turn. My CWU representative listened, supported me and helped me raise my concerns. Having the union behind me meant I didn't have to face it alone.

YOU DON'T HAVE TO FACE DISCRIMINATION ALONE

Together, we are stronger. Together, we can challenge discrimination and build more inclusive workplaces.

KNOW YOUR RIGHTS

Under the Equality Act 2010, Race and Religion are protected characteristics. It is unlawful for employers to discriminate against workers because of their:

- *Race*
- *Colour*
- *Nationality*
- *Ethnic or national origin*
- *Religion or belief*

These protections apply to all workers, including permanent, part-time, temporary and agency workers.

Whatever your role, you have rights.

WHAT DOES DISCRIMINATION LOOK LIKE?

Discrimination isn't always obvious. It can include:

- *Racist comments, jokes or harassment*
- *Religious abuse or hostility*
- *Being overlooked for promotion, training or development opportunities*
- *Unfair workloads, disciplinary action or performance management*
- *Refusal to accommodate religious observance where reasonable*
- *Exclusion from workplace activities or decision-making*

If you're being treated unfairly because of your race or religion, it's not acceptable – and it's not something you should face alone.

YOUR EMPLOYER'S RESPONSIBILITIES

Employers have a legal duty to:

- ✓ *Prevent discrimination and harassment*
- ✓ *Investigate complaints fairly and promptly*
- ✓ *Promote equality and inclusion*
- ✓ *Treat all workers with dignity and respect*

Many workplaces also have equality, diversity and inclusion policies, anti-racism commitments and reporting procedures. However, policies are only effective when they are applied consistently and fairly.

That's where the CWU can help.



Together We Are Stronger



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the CWU Today!
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