Workplace Discrimination

Unfortunately workplace discrimination can happen in a variety of professional environments, so it is important to know what discrimination is, and what you can do to protect yourself if such a situation arises.

WHAT IS WORKPLACE DISCRIMINATION?
According to the US Equal Opportunity Employment Commission, discrimination is “when someone is treated unfavorably based on specific categories such as age, gender, religion, nationality, sexual orientation, race, pregnancy or disability.” [https://www.eeoc.gov/laws/types/index.cfm](https://www.eeoc.gov/laws/types/index.cfm)

To learn more about the laws, regulations and rights of employees, please refer to the US Equal Opportunity Employment Commission’s website, here: [http://www.eeoc.gov/laws/statutes/index.cfm](http://www.eeoc.gov/laws/statutes/index.cfm)

WHAT IF IT HAPPENS TO ME?
If you feel you may be experiencing discrimination, or witnessing discrimination against someone else, start by following these steps:

- **Know Your Facts:** Research the category of discrimination you believe to be occurring and understand the consequences of reporting. Referencing the resources here is a great place to start: [https://www.eeoc.gov/laws/types/index.cfm](https://www.eeoc.gov/laws/types/index.cfm)
- **Document and Collect Information:** Write down, in as much detail as possible, the date, time, exactly what happened and who was involved. Collect any physical form of evidence, like written communications, text messages, voicemails or pictures.
- **Report:** Contact your human resources department to understand your employer’s reporting procedures. Seek the advice of a human resources professional, provide them with your documentation, and discuss appropriate next steps.
- **Coping:** Be sure to seek the advice and care of a trusted counselor or friend to help yourself process what has happened and gain any emotional support needed. If you need additional support or have questions regarding case specifics, the US Equal Employment Opportunity Commission may be helpful: [https://www.eeoc.gov/contact/](https://www.eeoc.gov/contact/)

**If an incident occurs at Rasmussen College, please visit [https://www.rasmussen.edu/student-life/title-ix/](https://www.rasmussen.edu/student-life/title-ix/) for information on reporting and additional guidance.**