

Steps Workers Can Take If They Are Experiencing Racial Discrimination In The Workplace

Anyone that experiencing racial discrimination at work should know that they don't have to put up with discrimination. Nearly one in four Black or Hispanic workers report having experienced racial discrimination at work, but the number could actually be much higher because many people of color never report the discrimination they experience. If you've been a victim of racial discrimination by an employer you can fight back. Racial discrimination is a federal crime and your employer can be held accountable.

The Federal [Civil Rights Act](#) outlaws discrimination based on race, color, sex, orientation, gender, religion, and place of birth. If you are discriminated against by your employer based on your race you can file a complaint with the Equal Employment Opportunity Commission. The EEOC is a Federal agency that investigates workplace discrimination and harassment.

The EEOC works with the authorities in 44 states to fight Civil Rights Law violations. If you work in one of those 44 states when you file an EEOC complaint the EEOC will automatically send copies of your complaint and all documentation to the state labor board in your state so that the state can open an investigation too.

What Are Examples of Racial Discrimination?

Often people of color question whether or not they are being discriminated against because often discrimination looks like something else. But if your gut is telling you that you're discriminated against it's probably right. Some common kinds of [discrimination](#) are things like:

Not getting promoted

Promotions should be a normal part of work. If you should have been promoted but have not been that could be due to discrimination.

Dress code restrictions

Some companies try to use their dress code to discriminate against people of color by forbidding natural hair styles, head coverings, facial hair, or by requiring certain items of dress be work.

Racial slurs or demeaning comments

Racial slurs, demeaning comments, or stereotyping people of color are always discrimination. They're not "jokes" and you don't have to "lighten up" no matter what you are told.

Paying some employees less than others

If you are being paid less than your colleagues who do the same work and have similar qualifications that's discrimination.

Next Steps to Take

You should be documenting every incident of racial discrimination or harassment that you experience. Write down what happened, who was involved, and the date that it happened. Take that list to your boss and to the head of the HR department. If they don't take immediate steps to correct the problem then you should file a complaint with the EEOC for racial discrimination.

File A Complaint with The EEOC

It's easy to file a complaint against your employer. You can file a complaint by calling the EEOC and talking to a staff member who will help you file a complaint or you can file a complaint directly on the EEOC's website. Don't forget to upload any [evidence](#) that you have that will support your claim.

Remedies for Racial Discrimination

Your employer could get hit with fines for up to \$10,000 per Civil Rights Law violation. That can add up to quite a bit of money. If you were denied a promotion or a raise that you should have gotten you may receive a lump sum of money or a promotion. You may also receive money for pain and suffering or other damages if you experienced harassment at work.

Resources:

Civil Rights Act: <https://www.dol.gov/agencies/oasam/civil-rights-center/statutes/civil-rights-act-of-1964>

Examples of Racial Discrimination: <https://www.employmentlawhelp.org/discrimination/examples-racial-discrimination>

How to Prove Racial Discrimination: <https://www.employmentlawhelp.org/discrimination/prove-racial-discrimination>