

■ Dealing with discrimination

Read the news item. Then underline or highlight the correct alternative in the sentences underneath.

**New procedures pay off**

According to figures released by the Equality and Human Rights Commission yesterday, the number of discrimination cases that come before Employment Tribunals has fallen for the first time in three years. The implementation of the workplace problem-solving measures known as statutory grievance procedures has had a very positive impact on the backlog of cases.

A spokesperson for the Commission said this was a very encouraging development. It meant that more employees were successfully asserting their rights at workplace level and achieving quick, satisfactory results. If fewer cases come before a tribunal, both employers and taxpayers save money.

In EU and UK law, discrimination at the workplace on grounds of age, religion or belief, disability, gender, race or sexual orientation is unlawful.

- 1 The number of discrimination cases to be heard before Employment Tribunals has risen / fallen.
- 2 This reverses / continues the trend over the past three years.
- 3 The reason for the change in the number of cases is the introduction of the Equality and Human Rights Commission / implementation of compulsory grievance procedures at the workplace.
- 4 These new procedures make dealing with complaints more expensive / make it quicker and cheaper.

■ Find the English equivalents of the following German expressions in the text.

Beschwerde	.....
gesetzlich vorgeschrieben	.....
Vorgangsweise	.....
Rückstau	.....
aufgrund von, wegen	.....
Behinderung	.....
rechtswidrig	.....

■ Complete the sentences using the English expressions from the previous exercise.

- 1 In education, employment and the provision of services it is ..... to discriminate against people ..... race, gender or religious belief.
- 2 I'm going to have a problem with the ..... of work when I get back from my holiday.
- 3 I'm afraid we shall have to give them the ..... three weeks' holiday.
- 4 The plane was cancelled again. I think I shall write a letter of .....
- 5 It's no good applying for a grant unless you follow the right .....
- 6 He doesn't hear well at all. But his ..... doesn't stop him being a successful salesman.

Internet activity  Reading the Web

**Presenting your rights**

Visit the homepage of the Equality and Human Rights Commission mentioned in the newspaper report <http://www.equalityhumanrights.com/> – make sure you have the English version of this site. Click on **Your rights** in the top bar. Pick one of the reasons for discrimination listed here and select enough information about it to make an effective short presentation. Use the Checklist and the Toolboxes from 'Effective presentations' to help you.

Explore the site some more – you may be interested in the sections on human rights or on discrimination in different settings like teaching and learning, entertainment venues, housing or transport, too.