

Individual-Level Discrimination



Overt Discrimination

Overt discrimination is discrimination on the basis of race, color, national origin, sex, religion, age, disability, veteran status, and/or physical or mental disability in any aspect of the employment cycle. It can typically be identified, observed, or measured, and quantified to some extent. It is harmful because it prevents workplaces from being fair. It maintains the status quo by preventing certain people from advancing.



Subtle Discrimination

Subtle discrimination appears in many forms, and can often be overlooked or taken lightly, despite the fact that it is still harmful to the affected group or person. This form of discrimination appears as behavioral acts of bias that are ambiguous, difficult to detect, low in intensity, and sometimes unintentional.



Subtle Discrimination in the Workplace

Subtle discrimination in the workplace is important to be aware of so it can be combated. This can look like not giving someone an interview based on their name, giving less challenging tasks to a certain type of person, and not promoting someone because they don't seem like the 'best fit.' All of these and more lead to a hostile work environment for everyone.

Working together to identify barriers in organizations, and specify strategies for achieving positive and persistent change.

