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Steps Workers Can Take if they are Experiencing Racial Discrimination

According to one recent poll nearly a third of Native Americans have experienced discrimination in the workplace. If you are Native American and you're being harassed or discriminated against at work you should know that you are protected by [Title VII of the Civil Rights Act](#) and it's illegal for an employer to discriminate against you.

Title VII says that employers can't discriminate based on someone's race, religion, sex, or place of birth. That means that an employer cannot harass you, bully you, or discriminate against you. They also can't allow other employees to discriminate against you either. You have the right to a workplace where you feel safe and where you have the same opportunities as others.

If you are being discriminated against you can file a complaint with the Federal Equal Employment Opportunity Commission. The [EEOC](#) investigates all claims of workplace discrimination throughout all 50 states. In 44 states they have an agreement with the state labor department to share information so that the state can investigate a company that has a Federal complaint against them in case they have broken state rules also.

Examples Of Workplace Discrimination

The most common types of workplace discrimination that Native American face are:

Being Denied Raises or Promotions

If you are not getting raises or promotions when you should be getting regularly scheduled raises or promotions that could be discrimination.

Targeted Harassment

Targeted harassment and bullying against Native Americans is rampant in most workplaces. Offensive "jokes" about Native American culture and history, name calling, nicknames like "Chief", bullying, and sometimes physical intimidation are all experienced by Native Americans at work. And they're all discrimination.

Getting Hours Cut

If you're an hourly worker and you always get scheduled for the worst shifts that no one else wants or you have your hours cut so far that you can't survive on your earnings that's discrimination.

Dress Code Restrictions

Your employer cannot impose a dress code that requires you to cut your hair or doesn't allow you to wear clothing or hair styles that are essential in order for you to practice your faith.

Filing A Workplace Discrimination Claim

It's easy to file a claim with the EEOC for discrimination but first you have to make sure that your employer is aware of what's going on. You should be keeping a list of every incident of discrimination

that you experience, along with any proof that backs up your story like photos or screenshots. Take your list and your [evidence](#) to your HR representative or to your boss. Tell them what's happening and that it's discrimination and that it has to stop. If they don't believe you or don't want to stop the harassment immediately then you should file a complaint. A discrimination claim can be filed either with the state administrative agency, the [Texas Workforce Commission](#): Civil Rights Division (TWC-CRD) or the federal administrative agency, the Equal Employment Opportunity Commission (EEOC).

Remedies For Harassment And Discrimination

Employers who break the Civil Rights Act may have to pay more than \$10,000 per violation of the Civil Rights Act. If you were denied money for a raise or a promotion that you should have gotten you may get a lump sum of money for back wages. If you are a victim of harassment you may receive money for that also.

Resources:

<https://www.employmentlawhelp.org/discrimination/racial-religious-discrimination/federal-laws>

<https://www.eeoc.gov/>

<https://www.employmentlawhelp.org/discrimination/evidence-racial-discrimination>

<https://www.twc.texas.gov/jobseekers/how-submit-employment-discrimination-complaint>