

“Understanding Workplace Discrimination”

By Aisha Rahman, Esq.

Introduction

Discrimination at work isn't always obvious—it can be subtle, systemic, or disguised as policy. Knowing how it's defined legally is the first step toward protecting yourself.

What Counts as Discrimination

Employers cannot treat employees unfairly based on race, gender, religion, disability, age, or national origin. Many states also prohibit discrimination based on language, pregnancy, or sexual orientation.

Common Red Flags

- Unequal pay for equal work
- Being passed over for promotion without explanation
- Sudden exclusion from meetings or projects
- Retaliation after reporting an issue

What You Can Do

Document everything, from emails to performance changes. Report concerns through official HR channels, and if retaliation follows, seek legal advice immediately.

Final Thoughts

You have the right to a workplace built on fairness and respect. Taking action doesn't just protect you—it helps create safer workplaces for everyone.

About the Author

Aisha Rahman, Esq. is a Detroit-based employment-law attorney advocating for equal opportunity and inclusion in the workplace.