

## **The law and Noble Khan's Asian Religious and Cultural Awareness training.**

The law sets out minimum standards of fair treatment that promote equality in the workplace. The objective is to ensure that all people are treated on equal terms regardless of their race, sex, sexual orientation, religion and faith, gender identity and disability.

### The Employment Equality (Religion or Belief) Regulations 2003.

Under these Regulations, a person A discriminates against another B on the grounds of religion or faith if he or she:

1. Treats that person B less favourably than someone not of that religion or belief (direct discrimination).
2. Applies a rule or practice to that person B that actually places that person at a distinct disadvantage just because they hold that religion or belief (indirect discrimination).
3. Treats that person B less favourably because they have raised a complaint or given evidence relating to unlawful discrimination on their own behalf or someone else (victimisation).
4. Use behaviour words or attitude that violates person B's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for that person (harassment).

No one doubts the complexity of the law. That said, we don't need to be lawyers in order to be able to make appropriate management decisions in the workplace. Cultural awareness is a major tool that employers and managers should be confident enough to be able to use when devising strategies and policies and also when making decisions in an everyday context such as requests for time out or time off for religious observance and festivities.

Knowledge is power; Noble Khan's training helps employer and employees provide sound practical guidance about how to go about things in an appropriate and respectful way. This training may focus on Asian religious and cultural awareness but it translates across all of the six equality strands mentioned above. This leaves all staff feeling empowered so that political correctness is replaced with robust, appropriate and respectful decisions that are nevertheless free from discrimination.