

RACISM

in the workplace



The uncomfortable conversation that needs to be had!

RACISM DISCRIMINATION CLAIM

The experience of Black Members in their workplaces are too often scarred by the injustice of racism. It affects their ability to access jobs, earn decent pay, to be treated with dignity and to receive the support and opportunities that are due to all workers.

UNISON is determined that our collective power must be used to change this. UNISON leads the trade union movement on equality, but we are not complacent.

As success levels in race discrimination cases continue to be amongst the lowest despite long established legislation and as part of the efforts to improve the support we provide to members who are suffering racism. UNISON has in place the Race Discrimination protocol. It is an equalising tool that aims to provide a more transparent, effective and accountable way of dealing with race discrimination.

UNISON is committed to this work.

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Below are a number of frequently asked questions and responses for your information:

Q1. If I believe I have been discriminated against what do I do?

A. *Be clear on the date of the incident or act of discrimination and when it happened. The date is very important, because the date of incident determines the time limits involved in race cases.*

Q2. When should I contact my union?

A. *Straight away either by email or phone.*

***[eastmidlands.unison.org.uk/
contact-us/](mailto:eastmidlands.unison.org.uk/contact-us/)***

Email:

eastmidlands@unison.co.uk

Tel: 0115 847 5435

Q3. What will happen once I have made contact with the union?

A. *Someone will contact you and you will be sent a UNISON Case Form to complete.*

Q4. What if I am not in UNISON

A. *You can join UNISON on-line by visiting the following link.*

join.unison.org.uk

LEGAL PROTECTION FOR THOSE WHO PROTECT

Every day you go above and beyond to support and protect our communities, but who protects you?

UNISON and Thompsons Solicitors – the UK's leading trade union law firm – offer free legal advice and protection to UNISON members.

We fight to set things right if our members are injured. Members' families are also covered if they have an accident at home, on holiday or on the roads.*

In 2019, Thompsons Solicitors represented thousands of UNISON members and their family members, securing more than **£25 million** in compensation.

Claim with confidence and keep **100%** of your compensation only with UNISON and Thompsons Solicitors.

*Within the union scheme.
Terms and conditions apply.
Family members are covered
for non-work accidents.

Call **0808 252 2783** to
access free personal injury advice
and support from our experts or visit
www.thompsonstradeunion.law/unison
to find out more.

UNISON is the largest trade union in the UK and is campaigning against racism in the workplace.

It is important that we understand the difficulties staff/members experience at work so that we can influence the negotiations of policies, the application of procedures and have a robust approach to the employer's Equality Impact Assessments. Your help is important by taking the time to fill in a short survey that will give a snapshot of your views and your experiences.

To fill out the survey go to
<https://www.surveygizmo.eu/s3/90248265/The-Racism-at-Work-Survey>

survey will close on Friday 17th July

Please make sure we have the correct contact details for you by visiting **my.unison.org.uk**



Keep up to date on what UNISON has to offer its members by visiting the links below;

eastmidlands.unison.org.uk/



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