



The Importance of Fair Treatment Based on Age, Gender, Ethnicity etc.

Workplace & Social Engagement

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As a Business Owner and Manager, it is our responsibility to ensure a fair workplace free from discrimination. Creating equal opportunities for all, acknowledging and respecting people's individual rights and discovering the balance for consistent treatment of all people within your company.

Fair Treatment occurs through an awareness of what types of discrimination can occur if not monitored and squashed out as soon as possible. Some of the types of discrimination are; sexual harassment, age, gender, sexual orientation, disability, religious, pregnancy, ethnicity or national origination to name a few.

What makes us human is that we all share likenesses and then there is difference that will influence people's behaviours and characteristics. This will be from their upbringing and life experiences, beliefs, values and what matters to them. Everyone makes meaning of life in their own way which will influence their personal bias and views on life.

Three Reasons Why Discrimination is Dangerous

- It promotes an unhealthy work environment.
- It hurts employees and is backed up by legislation.
- If it goes unchecked, it will not change.

Three Reasons Why Fair Treatment is Important

- It promotes a healthy work environment.
- People feel safe in their workplace.
- When everyone is onboard to support inclusion, it does not need to be 'managed' as the group themselves, "self-monitor."

These reasons are valid and important enough to realise as the leader within the company this all starts with you. To encourage a healthy work environment, people feeling safe and the group to work together on there are 6 things you can do to promote fair treatment.

How Can You Promote Fair Treatment?

- Encourage Mutual Respect.
- Model desired behaviour.
- Create practices to promote fairness.
- Communicate with the Team.
- Transparent promotion procedures:

Here are some things you can do to improve your promotional transparency:

- Institute regular feedback periods
- Pair mentors and trainees together to provide feedback and instruction.
- Work with employees to institute regular goals to track their improvement.
- Have a structured promotion path that employees can look to.
- Commit to fair pay checks.

Create Psychological Safety

Creating psychological safety in the workplace has an immense value.

Ways that you can do this are:

- Make it an explicit policy for your company.
- Facilitate everyone speaking up.
- Establish norms for how fairness is handled.
- Create Space for creative ideas and application.
- Embrace productive debate from diverse perceptions.

Below are some quick tips for you as a leader to follow to lead your team into a Fair Treatment environment.

Tips to Implement

- Lead by Example.
- Check your own biases.
- Be curious about other perspectives.
- Embrace diversity.
- Continuously Reality Check.

Creating your workplace environment to be safe place to work through fair treatment will also follow the simple, yet profoundly effective implementation of embracing the right that everyone has to equality. Using diversity within the workplace as an asset to your company. Creating a sense and feeling of inclusion and ultimately reality will be your measure.

Equality is a Right

Diversity is an Asset

Inclusion is a Feeling

Reality is the Measure

