

Discrimination



SECTION 3



YouthLaw
Free legal help throughout Aotearoa

PROHIBITED GROUNDS OF DISCRIMINATION

DISCRIMINATION

Facilitator Notes



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ACTIVITY 4

ACTIVITY NAME: Diss-Discrimination

TIME: 20 mins

MAIN TOPIC: The Prohibited Grounds of Discrimination in Human Rights Act 1993.

AIM: Participants will understand that you should not be illegally discriminated against based on the 13 Prohibited Grounds of Discrimination.

LEARNING OUTCOME:

1. Participants identify the 13 Grounds of Discrimination
2. Participants recognise examples of discrimination
3. Participants understand that there are occasions where rights are limited/restricted under the Human Rights Act

RESOURCES + PREP:

1. Youth Law 101 – Clip 3.
More than one facilitators if possible If you have a team of facilitators, one will act as ‘Games Master’ for the quiz
2. Lollies or chocolates.
3. Photocopy and cut up one set of Discrimination Cartoon cards and one set of Discrimination title cards for the whole group.If you have a larger group you could run two games, so you’ll need x 2 copies of each.

FACILITATION TIPS:

- Remember, discrimination is where a person is treated unfairly or worse than another person in the same or similar situation. If you think your group needs a bit more information, you can read out the extra notes in ‘Definitions’
- You may need to do a practice round so the group understands the game.
- Do your best as the facilitator to manage the environment to make sure each team has the chance to answer questions

INSTRUCTIONS:

1. Watch Clip 3 on the Youth Law 101 DVD.
2. Separate the class/group into two teams.
3. Clear enough space for the teams to be in separate parts of the room, with a central space on the floor for the 13 grounds of discrimination cartoon cards to be put, face up, with a decent amount of space between them.
4. Ask each group to make up a team name and their own unique team buzzer sound.
5. Explain the game:
 - The aim of the game is to collect as many cartoon cards as you can (and of course to learn!)

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- At the same time, each team will be asked to match a different discrimination title card with a cartoon card.
 - Team members will take turns as the “runner”.
 - Each team member will have a runner come up to the games master, who will show them one discrimination title card e.g. “Disability”
 - The team member returns to their team and tells them what was on the card
 - The team discusses together which cartoon card they think matches
 - When they have an answer the team makes a buzzer sound and the games master checks their answer.
 - Ask the team to give an example of a situation where that discrimination might happen
 - The successful team will then receive the cartoon card as a point
6. Continue until all the cartoon cards have been “won” by the teams.
 7. Congratulate all the teams for their participation – and reward everyone with a lolly!
 8. As a prize, the winning team must explain their most interesting learning from the activity.

DISCUSSION POINTS:

- Did any of the prohibited grounds of discrimination surprise you?
- Unfortunately, some discrimination does happen but it is important to know that if you see someone who is being discriminated against, they can contact YouthLaw Aotearoa or the Human Rights Commission. Counselling services such as YouthLine could be helpful.
- Explain that some of the rights under the Human Rights Act are limited or restricted to help society work towards social equity or acknowledge perceived safety issues or other social concerns, for example:
 - A university policy that allocated spaces for students who have Maori ancestry. This is called a “positive action to achieve equality”.
 - A shared accommodation situation, e.g. a women’s youth hostel, might only let people who identify as women stay there.

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The following are unlawful discrimination unless there is an exception or limitation under the Human Rights Act.

SEX & GENDER

This is your biological gender (the bits you were born with) as well as the different range of gender identities you may identify with e.g. male, female, non-gendered, intersex, genderqueer or gender fluid to name a few

MARITAL STATUS

This is your relationship status

- being single,
- married,
- in a civil union,
- in a de facto relationship,
- widowed,
- separated, or
- a party to a marriage or civil union that has dissolved, or a de facto relationship that has ended

RELIGIOUS BELIEF

Religious discrimination is treating a person differently because of his or her religious beliefs.

ETHICAL BELIEF (i.e. not having a religious belief)

The ground of ethical belief covers the lack of a religious belief, whether in respect of a particular religion or religions or all religions

COLOUR

Colour discrimination can occur between persons of different races or ethnicities, or between persons of the same race or ethnicity. This can mean – pigmentation, complexion, or skin shade or tone.

RACE

Race refers to a person's physical features e.g. skin, eye, hair colour

ETHNIC OR NATIONAL ORIGIN (includes your nationality or citizenship)

- The language you speak
- Where you were born
- Where your family was born
- Your accent
- Your residency status

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DISABILITY

This includes:

- physical disability or impairment
- physical illness
- psychiatric illness
- intellectual or psychological disability or impairment, or
- any other loss or abnormality of psychological, physiological, or anatomical structure or function
- reliance on a guide dog, wheelchair, or other aid
- the presence in the body of organisms capable of causing illness, such as HIV

AGE (applies after you're 16 years old)

The ground of age covers people of 16 years and over.

POLITICAL OPINION (including a lack of political opinion)

This includes who you vote for, or the lack of a particular political opinion or having any political opinion.

EMPLOYMENT STATUS

This includes what your job is and the type of job. It also includes being unemployed, or receiving a or an ACC entitlement.

FAMILY STATUS

This can include:

- having the responsibility for part-time or full-time care of children or other dependents;
- having no responsibility for the care of children or other dependants;
- being married to, or being in a civil union or de facto relationship with a particular person; or
- being a relative of or living with a particular person

SEXUAL ORIENTATION

This is who you're attracted to and how you identify:

- heterosexual
- homosexual
- lesbian
- bisexual
- pansexual
- asexual

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Prohibited Grounds
Title Cards

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SEX & GENDER

MARITAL STATUS

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RELIGIOUS BELIEF

ETHICAL BELIEF

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COLOUR

RACE

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NATIONAL ORIGIN

(INCLUDES YOUR NATIONALITY OR CITIZENSHIP)

DISABILITY

DISCRIMINATION

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AGE

POLITICAL OPINION

(INCLUDING A LACK OF POLITICAL OPINION)

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EMPLOYMENT STATUS

FAMILY STATUS

DISCRIMINATION

Prohibited Grounds Title Cards

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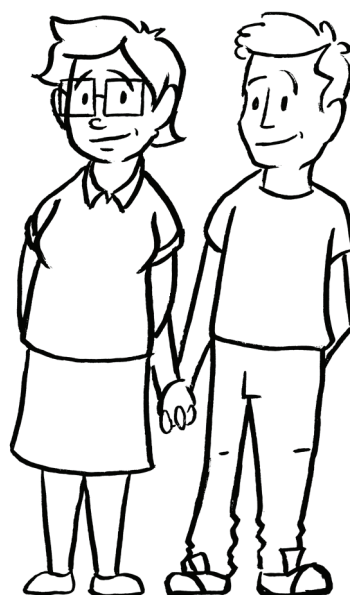
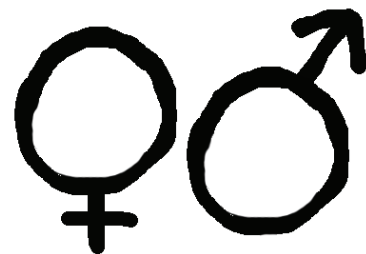
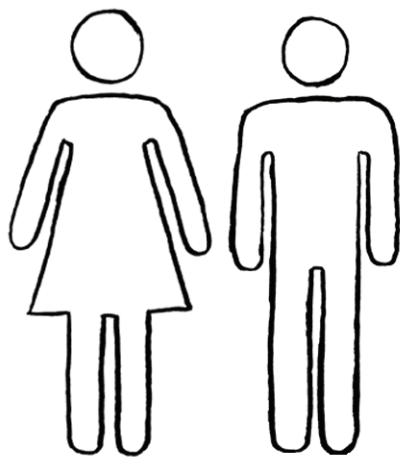
SEXUAL ORIENTATION

DISCRIMINATION

Prohibited Grounds Images

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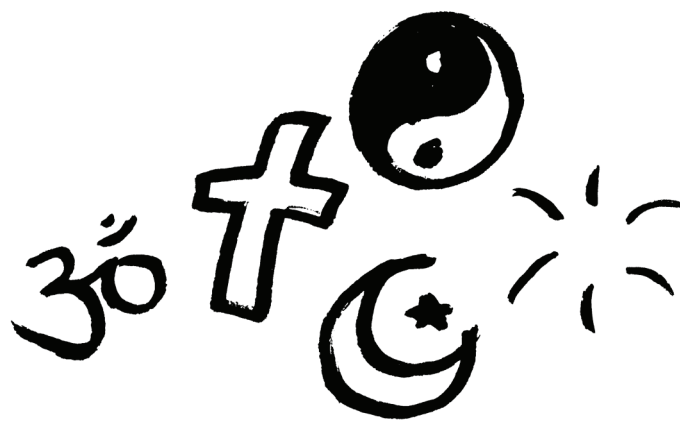


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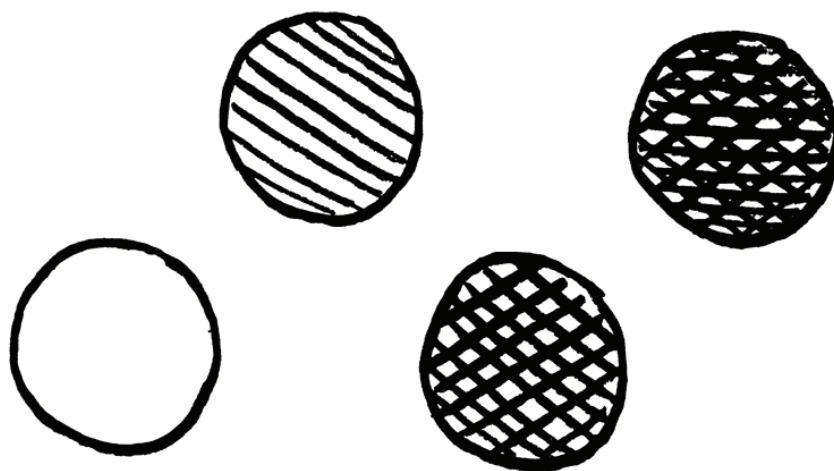


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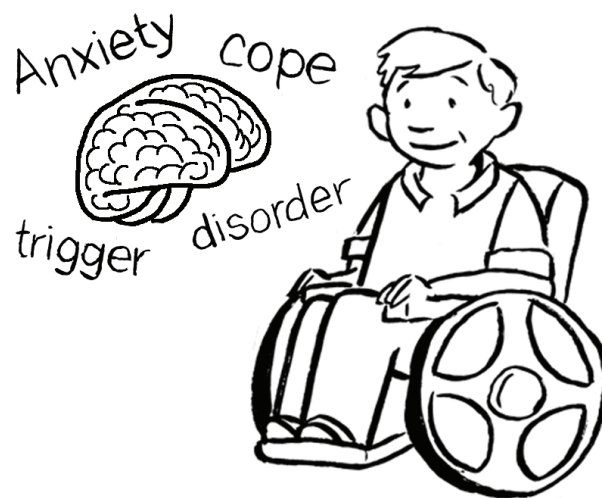


DISCRIMINATION

Prohibited Grounds Images

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Images

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