



## Workplace Rights

It's critical to understand your rights to a secure and wholesome workplace. Employees in various industries must be aware of workplace laws in order to lessen the likelihood that unlawful conduct will take place in working environments.

### DISCRIMINATION IN THE WORKPLACE

When an employer discriminates against an employee or potential employee because of a protected characteristic, it is called workplace discrimination. Age, ethnicity, gender, religion, sexual orientation, physical ability, marital status, and political views are examples of protected characteristics.

Discrimination can take various forms and is frequently the result of a string of related behaviours. Several instances could be:

- Being overlooked for, or not notified of, specific opportunities like transfers or promotions
- Being paid at a different rate to someone else with the same experience and qualifications doing the same job
- Deliberate withholding of information required for you to undertake your job by an employer or fellow workmate
- Physical or verbal abuse
- Being excluded or isolated by workmates or a supervisor
- Being given an impossible task

### Questions Employers Should Not Ask At Interview

Some interview inquiries are prohibited due to workplace legislation that forbids discrimination based on specific personal information. The following is a summary of some inappropriate questions:

- Are you married or planning to get married?
- How old are you?
- Are you planning to start a family?
- Do you have children?
- What is your sexual orientation?
- Are you currently seeing someone?

When asked questions like these during an interview, you can politely let the interviewer know that they have no bearing on your ability to perform the job for which you are seeking. Employers are not allowed to discriminate against job applicants or existing employees who are looking for promotions or secondment opportunities based on these factors.

## **BULLYING OR HARASSMENT IN THE WORKPLACE**

A person or group of people repeatedly behaving in an unreasonable manner toward another person or group is referred to as bullying or harassment in the workplace if the behavior puts other people's health and safety at risk. This conduct might not be connected to a person's or a group's protected characteristics and does not lead to unfavorable consequences.

Bullying or harassment can be verbal or bodily, direct or indirect. Teasing or practical jokes, excluding someone from work-related activities, pressuring someone to act inappropriately, acting aggressively, or making unreasonable work demands are examples of bullying or harassment.

## **MORE INFORMATION**

Articles that contain important information on discrimination, bullying or harassment in the workplace, and how to address these problems, can be found in the following list:

### **Workplace Harassment: What Should Employers Do?**

<https://seekers.my/blog/workplace-harassment/>

### **How To Prevent Workplace Discrimination**

<https://www.jobstreet.com.my/en/cms/employer/laws-of-attraction/inspirations/how-to-prevent-workplace-discrimination/>

### **Say No To Workplace Bullying**

<https://malaysianlitigator.com/2020/10/19/say-no-to-workplace-bullying/>