

Black and Asian Ethnic Minorities Committees

We have a National Black and Asian Ethnic Minorities Committee and Regional Black and Asian Ethnic Minorities Committees which meet on a quarterly basis. These committees monitor policy on race relations, advise our Executive on initiatives and issues relating to our Black and Asian Ethnic minority membership and promote the recruitment, organisation and involvement of Black and Asian Ethnic minority members within the union, on a national and regional basis.

National Contact:

Unite House, 128 Theobald's Road,
Holborn, London WC1X 8TN

 020 7611 2643
 equality@unitetheunion.org
 www.unitetheunion/equalities

Regional Contacts:

East Midlands	0116 253 2020
Ireland: Belfast	028 90 232 381
Dublin	+353 (0)1873 4577
London & Eastern	020 8800 4281
North East, Yorkshire and Humberside	0113 236 4830
North West	0151 559 2004
Scotland	0141 404 5424
South East	01753 313 820
South West	0117 923 0555
Wales	02920 394 521
West Midlands	0121 553 6051

What to do if you think you are being racially harassed

1. Make notes of all incidents
2. Contact your Unite representative
3. Decide what you want to do
4. Remember the three months (minus one day) time limit for legal cases (six months in Irish Republic)
5. Take your Unite representative with you to any meetings

You can also contact your Regional Women's and Equalities Officer for support. Please refer to the Regional Contacts.

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RACIAL DISCRIMINATION & HARASSMENT HURTS EVERYONE



Do you think Black and Asian Ethnic Minority Workers should have to put up with...

- Less job opportunities?
- Not being promoted?
- Being allocated the worst jobs?
- Being given the worst shifts?
- Name calling by colleagues/managers?
- So called 'racist jokes'?
- The silent treatment or being ignored?
- Racist graffiti?
- Physical abuse?

...no, neither do we



We believe that workers should not be treated any differently due to their race, the colour of their skin, their accent or their ethnic origin, whether by management or by work colleagues.

The Equality Act 2010 makes it unlawful for employers to discriminate on the basis of race, nationality, colour, ethnic or national origin. Public Sector employers have a duty to promote race equality and good race relations and to eliminate racial discrimination.

Our Union plays an important role on behalf of our members, in preventing unlawful discrimination and promoting equality of opportunity and good race relations.



Don't suffer
in silence

LET



BE YOUR VOICE

Prevention is better than cure

There are many measures that our Union has taken to try to prevent racial discrimination and harassment, such as:

- ✓ **Negotiating good Equality Agreements ensuring that racial discrimination and harassment policies and procedures are fully included**
- ✓ Challenging those who refuse to accept that racism and institutional racism has no place in the workplace or anywhere else in society
- ✓ **Working with employers to encourage an atmosphere in which diversity is positively welcomed**
- ✓ Negotiating action plans to ensure that policies are implemented and monitored
- ✓ **Publicising policy so that no one can be in any doubt that racial discrimination and harassment are serious offences**

