

2.5 Encouraging non-discriminatory practices

Nondiscrimination is an integral part of the principle of equality. It ensures that no one is denied their rights because of factors such as race, colour, sex, language, religion, political and other opinion, national or social origin, property or birth.

Like understanding human rights we can promote equality and non-discrimination in community. Non-discriminatory practices can be encouraged by providing

- Respect for the dignity of person. Respect diversity by providing person centered care.
- Responsible caring, treat the individuals you support as unique rather than treating all individuals in the same way.
- Develop integrity in relationship.
- Recognize the inherent worth of all human beings regardless of how different they may be from oneself.
- Respect, listen and learn from clients who are different from one self in order to understand.
- Constantly reevaluate one's competence, attitudes, and effectiveness in working with diverse populations.
- Share all relevant decision making with clients including goals of the interaction and the nature of proposed interventions in order to serve their best interests.
- Ensure your work in a non-judgemental way. Do not allow judgemental beliefs to effect the care and support you provide.
- Follow the agreed ways of working in your workplace to create an environment that is free from discrimination.
- Be confident to challenge or confront discriminatory practice if you see this is in workplace.
- Work in an inclusive way that sees the positive input that all individuals can contribute to the society and to their own care.
- Educational programs, workshops and campaigns can help people understand

the harmful effects of discrimination and prejudice, as well as promote empathy, understanding, and acceptance of diversity.

- Community - based initiatives and grassroots organizations can play a vital role in promoting non discriminatory practices at the local level. By bringing together people from different backgrounds to work towards common goals, community engagement efforts can foster understanding, cooperation and solidarity across diverse communities.
- Organizations can demonstrate their commitment to non - discriminatory practices by implementing zero-tolerance policies against discrimination and harassment.
- By increasing awareness of unconscious bias and promoting cultural competence, training initiatives can empower people to challenge discriminatory attitudes and behaviors.
- Governments can play a crucial role in promoting non discriminatory practices by enacting and enforcing anti-discrimination laws and policies. These laws prohibit discrimination in various areas such as employment, education, housing, healthcare and public services and provide legal recourse for victims of discrimination.

Institutional and legal measures to prohibit discriminatory practices:

- **Anti discrimination laws:** Strong and well enforced laws that prohibit discrimination based on protected characteristics (race, religion, gender, etc.) are essential.
- **Diversity and inclusion policies:** Organizations, from businesses to schools, can implement policies promoting diversity and inclusion in hiring, promotions and everyday interactions.
- **Unconscious bias training:** Educating individuals and leaders on unconscious bias (unconscious stereotypes) can help them recognize and overcome biases in their decision- making.
- **Diversity in leadership:** Having leadership that reflects the diversity of the

community can create a more inclusive environment and role models for positive change.

Discriminatory practices in educational institution can be reduced by

- Using inclusive language
- Including human rights, democratic citizenship and intercultural education in the curriculum
- Encouraging the discussion of controversial issues
- Promoting student voice.
- Involving students in peer education and peer mediation activities.
- Welcoming parents and involving them in school decision-making.
- Forming partnerships with different organizations and groups in the community.
- Teaching children and adults how to recognize and challenge biases can equip them to create a more just society.
- Training programs and sensitization workshops can help individuals and organizations recognize and address their biases, stereotypes and prejudices.
- Organizations can demonstrate their commitment to non - discriminatory practices by implementing zero-tolerance policies against discrimination and harassment. These policies should clearly outline the consequences of discriminatory behavior and provide mechanisms for reporting and addressing incidents of discrimination.
- Leaders and influencers have a responsibility to lead by example and promote non discriminatory practices in their interactions and decision - making. By publicly condemning discrimination and advocating for diversity and inclusion, leaders can inspire others to follow suit and create positive change.

Actions to achieve non–discriminatory practices

Join community meetings: When issues that concern equality and discrimination are discussed or brought into discussion add a human rights perspective to the decision making process.

Teach children and adults: Organize workshop on equality for community members,

tutor immigrant children or refugees in the community.

Provide support on basic tasks such as filling out forms, taking the public transport or visiting health services.

Organize an event: Organize a photo exhibition, a public debate or a local meet-up to draw attention to inequality issues. Invite members of local community to attend and engage in a dialogue.

Support your neighborhood: Support people in community who are homeless persons, asylum seekers, refugees, people with little or no income. Visit a local homeless shelter or asylumcenter and offer your help.

Create a community newsletter: Setup a newsletter offering a human rights perspective on issues that happen in the community.

Support local organizations: Join with local charities and civil society organizations to tackle discrimination in the community.

Ram Puniyani's Fight for Non-discrimination in "Secularism in India"

RamPuniyani, in "Secularism in India: Concept and Practice," might address encouraging non- discriminatory practices in the Indian context.

- A strong secular state, as envisioned by Puniyani, is the foundation for non- discrimination.
- This state guarantees equal treatment under law and freedom of religion.
- Puniyani would likely argue that religious discrimination creates social disharmony and hinders progress.
- It can lead to marginalization of minorities and hinder cooperation.

Strategies for achieving non- discrimination

- Strengthening secular institutions, accountability for discrimination, education for tolerance and interfaith understanding develops secular values.
- Puniyani might acknowledge the challenge posed by political parties that exploit religious differences for political gain.
- By actively promoting the benefits of a secular, pluralistic society and the

importance of tolerance. This could involve public awareness campaigns and engaging with political discourse.

- A strong democracy allows diverse voices to be heard and fosters peaceful resolution of religious differences. This might involve advocating for strengthening democratic institutions and promoting voter education.