

Methodological tool: Case Study: Is it direct or indirect?

Number of methodological Tool	EUPA_LO_102_M_001
Work Area Code and Title	WA 3: Communication and social, telephone handling, code of conduct, equal opportunities and relationships
Unit Code and Title	4.2 Address issues of equal opportunities
Learning Outcome Number and Title	LO102. Explain how issues of equal opportunities, disability, gender, sexual orientation, ageism, sexual harassment and religion are applied by various institutions at local, regional, national, European and international levels. Describe how to access and address the above mentioned issues. Be able to recommend improvements in the organisation's policies to address the above mentioned issues
Objective of the methodological tool	After the completion of this activity, participants will be able to: <ol style="list-style-type: none"> 1. Understand the difference between direct and indirect discrimination 2. Recognise discriminative behaviours, even covert 3. Improve policies of their organisations to include all types of discrimination
Approximate Time needed for the completion of this exercise	20 minutes
Individual or group exercise	<input type="checkbox"/> Individual <input checked="" type="checkbox"/> Group
Type of methodological tool	<input type="checkbox"/> Written exercise <input checked="" type="checkbox"/> Group exercise <input type="checkbox"/> Video analysis <input checked="" type="checkbox"/> Simulation <input type="checkbox"/> Multiple choice <input type="checkbox"/> Group exercise with cards <input type="checkbox"/> Exercise using ICT <input type="checkbox"/> Role play <input checked="" type="checkbox"/> Group discussion <input checked="" type="checkbox"/> Case study <input type="checkbox"/> Creative Group Work
Description of the exercise/Procedure	<p>Instructions on how to implement the exercise for the trainer:</p> <p>Divide the class into groups of four or five. Give each group a separate case study for discussion and analysis. Have each group read its case</p>

	<p>and then discuss whether the case refers to a direct or indirect discrimination.</p> <p>Then, each group will try to formulate a short, yet clear and concise paragraph for a code of conduct in order to include similar cases</p>
Exercise is accompanied by	EUPA_LO_102_M_001_Att1
Exercise solution	<p>Case study 1 = Direct</p> <p>Case study 2 = Direct</p> <p>Case study 3 = Indirect</p> <p>As this prevents certain persons with disabilities from applying and since driving is not a primary requirement for the job, the company discriminates against this particular group of people unless it can demonstrate that there is an objective reason justifying this requirement.</p> <p>Case study 4 = Indirect</p> <p>This rule means that people whose religious beliefs require them to cover their heads, such as Muslim women or Sikh men, are prevented from working in the store. The store indirectly discriminates against these groups of people unless it can prove that there is an objective reason justifying the policy.</p>
Other comments to the trainer	N/A