

NEWS REPORT

Date:	1 February 2011
Expert:	Orlagh O'Farrell
Title:	€25,000 awarded by Equality Tribunal for harassment and discriminatory treatment in conditions of employment on grounds of race
Country:	Ireland
<u>Context</u>	
Issue at stake:	
Ground of discrimination:	Race
Source:	National equality body, Equality Tribunal DEC-E2011-016
Field:	Employment
Legislative provisions:	Employment Equality Acts 1998 – 2008 sections 6 (2) 8, 14 A

Content

Case: DEC-E2011-016 Equality Tribunal

The complainant, who is a black Zimbabwean national, was employed by the respondent as a Security Operative between December, 2002 and June, 2007. He complained of racial harassment over the period. He said that only once did he work with a white employee. He added that this employee handed him his mobile phone and showed him the contents of a text he had received. The text was from the respondent (the complainant recognised his number) and read "Remember you are working with a black guy, you will have to watch him". The complainant stated that the long working hour regimes were exclusively assigned to the black Zimbabwean employees. The respondent failed to attend.

Decision of the Court: The Equality Officer recalled his obligation under the jurisprudence of the Court of Justice of the European Union to ensure that the remedies in discrimination cases are "proportionate, effective and dissuasive". He awarded €25,000 by way of compensation for the distress suffered by the complainant as a result of discrimination in working conditions and harassment.

Internet link source and additional information



<http://www.equalitytribunal.ie/Database-of-Decisions/2011/Employment-Equality- Decisions/DEC-E2011-016-Full- Case-Report.html>