



# **Discrimination in the Work Place - A Practical Guide: A Practical Handbook for Managers (Intellectual Property Law)**

*Julian Hemming*

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Discrimination in the workplace is an issue that employers and their advisers can no longer ignore. The number of claims has reached record proportions and the recent Disability Discrimination Act has introduced potential new areas of action. As well as hurting employers' pockets, discrimination claims can cause unrest and dissatisfaction in the workplace and can become a source of unwanted and embarrassing publicity. Good practice and an awareness of the current legal situation is essential for all employers and managers and a practical understanding of the implications of the law is vital for their legal advisers. Discrimination in the Workplace is written specifically with these needs in mind. Opening with a brief explanation of the current legal position, the authors then guide the reader chronologically through best practice and potential pitfalls of:

- discrimination when advertising and making a job offer
- racial, sexual and disability discrimination taking place in the workplace
- discrimination on the sale of a business
- discrimination on the termination of employment
- the remedies available to individuals

With its emphasis placed firmly on providing practical advice - examples, summaries and sample codes of conduct are included - Discrimination in the Workplace is essential reading for all employers, HR managers and employment law advisers.

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