



Education and Culture DG

Lifelong Learning Programme

Grundtvig – Learning partnership

## **WORKING MATERIAL: INCREASING AWARENESS OF EQUALITY AND DIVERSITY IN THE WORKPLACE**

### **UNITY IN DIVERSITY:**

#### **Living, Learning and Working in a diverse Society**

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## 1 | Introduction

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Further education colleges are often seen as the intersection between work and education. Students are often asked to develop an understanding of work place culture within an education setting. These questions are designed to help students and staff explore formal and tacit workplace cultures. As such, they allow productive dialogue to develop when considering workplace practices.

## 2 | Lesson<sup>1</sup>

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1. A lecturer jokes and makes negative comments about a religious belief. Can a student claim harassment on the ground of religion or belief?  
Yes   
No
2. Should management be able to change their style of communication for different colleagues?  
Yes   
No
3. The definition 'diversity awareness' is men and women should oppose and challenge gender stereotyping and disrespectful behavior based on gender. Is it this true?  
Yes   
No
4. To eliminate unlawful race discrimination and to advance equality of opportunity' are two parts stated under the general duty under the public sector equality duty. True or False?  
True   
False
5. To treat everyone the same is practicing equal opportunities?  
True   
False
6. A lady cannot claim sex discrimination if she is sexually harassed by a male colleague?  
True   
False
7. Does legislation exist to outlaw discrimination on the basis of sexual orientation in the UK?  
True   
False
8. Everyone as an individual has a personal responsibility to address diversity awareness.  
True   
False

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<sup>1</sup> Developed by Dundee College – Dundee/Scotland

9. Strong diversity awareness within an organisation has benefits to the business  
 True   
 False
10. A dyslexic student is refused a place on a Journalism course due to their literacy skills. This is illegal disability discrimination.  
 True   
 False
11. When dealing with anyone out with your organisation you should take diversity awareness into consideration.  
 True   
 False
12. Political correctness is another term for diversity awareness.  
 True   
 False
13. Does legislation exist to outlaw discrimination on the basis of disability in the UK?  
 Yes   
 No
14. Compared to other issues within an organisation diversity is a minor concern.  
 True   
 False

### 3 | Solution

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1	Yes	8	True
2	Yes	9	True
3	Yes	10	True
4	False	11	True
5	False	12	False
6	False	13	Yes
7	True	14	False