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WHAT'S THE DIFFERENCE BETWEEN RACIAL HARASSMENT AND RACIAL DISCRIMINATION?

The terms “racial harassment” and “racial discrimination” often get used interchangeably, but they describe two different legal problems. Understanding the distinction matters if you believe your rights have been violated at work. The type of harm you experienced shapes the kind of claim you can bring and the evidence you will need.

While racial harassment is legally treated as a specific form of discrimination under Title VII, the two show up differently in legal claims and everyday workplace situations. The workplace discrimination attorneys at Barrett & Farahany break down each concept, offer clear examples, and explain how federal law protects you from both.

“THANK YOU FOR EVERYTHING!! I TRULY APPRECIATE ALL YOU HAVE DONE FOR ME AND THE SUPPORT YOU HAVE BEEN THROUGH THIS ENTIRE PROCESS. I COULDN'T HAVE PICKED A BETTER FIRM TO WORK WITH. THANK YOU AGAIN.”

- C.D.

The simplest way to tell them apart is to look at what the wrongful conduct targets. Racial discrimination targets a concrete employment decision, like a promotion, a paycheck, or a job offer. Racial harassment targets the environment itself, wearing down an employee through repeated hostile behavior.

Choose to frame your situation as discrimination if you suffered a specific adverse action, such as being fired or passed over. Frame it as harassment if you faced ongoing slurs, jokes, or intimidation that made your workplace unbearable. Many cases involve both, which is why speaking with an employment attorney can help clarify your options.

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Our Attorneys Represent Clients Across Several States

Our ability to offer a comprehensive array of legal services across numerous states is made possible by our strategically positioned network of attorneys. Our attorneys are situated in states across America, and proudly extend our renowned brand of resources to its respective region.

Led by seasoned and highly connected legal teams, our offices deliver invaluable legal representation tailored to the unique needs of each state they serve.

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