

## UNDERSTANDING THE DIFFERENCES

# Discrimination, Harassment, and Bullying

**Discrimination, harassment, and bullying are often used interchangeably, but they have distinct differences.** While harassment and discrimination often have legal implications and are typically addressed through specific laws and regulations, bullying may not always have explicit legal consequences but can still have severe social and psychological impacts. Additionally, while harassment and discrimination are often associated with specific protected characteristics, bullying can target individuals for various reasons beyond those protected categories.

	DISCRIMINATION	HARASSMENT	BULLYING
Overview	<b>Being treated differently/ employment decisions based on a protected class</b>	<b>Unwelcome conduct/behavior based on a protected class</b>	<b>Repeated aggressive actions toward someone, not based on a protected class</b>
Definition	Discrimination involves treating someone unfavorably because of a characteristic protected by law, such as race, color, religion, sex, national origin, age, disability, genetic information, or sexual orientation. It can occur in various contexts, including employment, housing, education, and public accommodations.	Harassment refers to any unwelcome conduct that occurs on the basis of race, color, religion, sex, national origin, age, disability, genetic information, or any other protected characteristic. It becomes unlawful when enduring the offensive conduct becomes a condition of continued employment, or when it creates a work environment that a reasonable person would consider intimidating, hostile, or abusive.	Bullying involves repeated aggressive behavior intended to harm or intimidate others, often with an imbalance of power or strength. It can occur in various settings, including schools, workplaces, and online environments.
Examples	<ul style="list-style-type: none"> <li>• refusal to hire or promote</li> <li>• unfair treatment in the workplace</li> <li>• unequal pay</li> <li>• denial of benefits</li> <li>• exclusion from certain activities based on protected characteristics</li> </ul>	<ul style="list-style-type: none"> <li>• verbal abuse</li> <li>• offensive jokes</li> <li>• physical intimidation</li> <li>• threats</li> <li>• unwanted physical contact or advances</li> </ul>	<ul style="list-style-type: none"> <li>• verbal harassment</li> <li>• physical aggression</li> <li>• spreading rumors or lies</li> <li>• social exclusion</li> <li>• cyberbullying</li> <li>• any other behavior aimed at causing harm, distress, or humiliation to the target</li> </ul>
Legal Implications	Yes	Yes	No