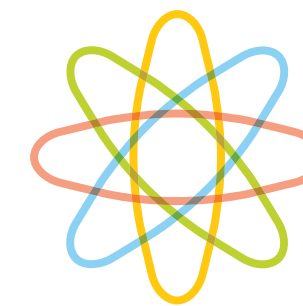


What is Discrimination?



diverse
cymru

Promoting equality for all
Hyrwyddo cydraddoldeb i bawb

Direct Discrimination

Treating someone with a protected characteristic less favourably than others.

Indirect Discrimination

Putting rules or arrangements in place that apply to everyone, but that puts someone with a protected characteristic at an unfair disadvantage.

Harassment

Unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them.

Victimisation

Treating someone unfairly because they've complained about discrimination or harassment.

Association

Where a person is associated with someone who has a particular protected characteristic.

Perception

Where someone thinks a person has a particular protected characteristic, even if they do not.

There are situations where certain types of discrimination can be justified, but if you are in any doubt you should speak to the person or organisation that you think is being unfair, or to the Equality Advisory Support Service on **0808 800 0082**.

If you think you are being discriminated against at work, you should talk to your employer. If things can't be solved informally you should speak to Acas on **0300 123 1100**, Citizens Advice on **08444 77 20 20** or your trade union representative.

Beth yw Gwahaniaethu?

Gwahaniaethu Uniongyrchol

Trin rhywun sydd gyda nodwedd warchoddedig yn llai ffafriol nag eraill.

Gwahaniaethu Anuniongyrchol

Gosod rheolau neu drefniadau sydd yn cynnwys pawb, ond sy'n rhoi rhywun gyda nodwedd warchoddedig dan anfantis annheg.

Aflonyddu

Ymddygiad digroeso sy'n gysylltiedig â nodwedd warchoddedig sy'n tarfu ar urddas rhywun neu'n creu awyrgylch annymunol iddynt.

Erledigaeth

Trin rhywun yn annheg oherwydd eu bod wedi cwyno am wahaniaethu neu aflonyddu.

Cysylltiad

Pan fo person yn gysylltiedig â rhywun sydd gyda nodwedd warchoddedig benodol.

Canfyddiad

Ble mae rhywun yn meddwl fod gan rywun nodwedd warchoddedig benodol, hyd yn oed os nad oes ganddynt.

Mae yna sefyllfaoedd ble gellir cyfiawnhau rhai mathau o wahaniaethu, ond os oes gennych unrhyw amheuaeth, dylech siarad gyda'r person neu fudiad yr ydych yn tybio sydd yn bod yn annheg, neu gyda'r Gwasanaeth Cyngori a Chymorth Cydraddoldeb ar 0808 800 0082.

Os ydych yn credu eich bod yn cael eich gwahaniaethu yn eich erbyn yn y gweithle, dylech siarad gyda'ch cyflogwr. Os na fydd pethau'n cael eu datrys yn anffurfiol, dylech siarad gydag Acas ar 0300 123 1100, Cyngor ar Bopeth ar 08444 77 20 20 neu eich cynrychiolydd undeb llafur.