

Young people:
know your
rights to fair
treatment



**Equality and
Human Rights
Commission**

Do any of these apply to you?

- Are you disabled?
- Are you black, or from an ethnic minority?
- Are you gay, lesbian, bisexual or transsexual?
- Do you hold a particular religion or belief?
- Do you think your gender has affected your treatment?

- Do you think your age has affected your treatment?
- Have you been treated badly because you are pregnant?

Have you felt unfairly treated? Maybe in:

- career choice
- training
- apprenticeships
- further/higher education
- finding work, and
- in your job.

equalityhumanrights.com/youth

There is advice
and support
available to
help you

It is against the law to treat
someone unfairly because
of who they are

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Check out these stories...



Careers advice

Lizzie, 17

The careers adviser at our sixth form college seems to think that there are still “girls’ jobs and boys’ jobs...” I told her I was interested in becoming a plumber.

She wasn’t very helpful and said it was difficult for girls to get taken on as apprentices. She told my best mate Ryan that midwifery was no place for a young guy.



‘What can we do about this kind of old-fashioned advice?’

What are our rights if we want to go for a different kind of job?’

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Pay

Harvey, 17

I'm in my first job and have discovered that employees who are **older** than me are **getting paid more.**

Young people seem to have to do all the rubbish jobs too!



‘Can I do something about this?’

What rights do we have to
equal pay?’

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Pregnancy

Mandy, 20

I told my employer that I was pregnant. Next thing they tell me I'm not doing a good enough job and sack me.

They never said there was anything wrong before.



‘What can I do?

What are my pregnancy and
maternity rights?’

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Faith

Mariam, 16

I was refused an apprenticeship at a local hairdresser's because I wear the hijab and they say that all staff must wear their hair in trendy styles to impress the customers.

I'm not prepared to do this as it is against my beliefs.



‘Do I have any rights as a Muslim woman?’

What about other faiths?

Do we have rights if we don’t have a particular faith?’

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Bullying and harassment

Jake, 18

I've just started work as a trainee car mechanic. I'm finding it very hard because my supervisor makes all sorts of nasty remarks about anyone who is a bit different. He doesn't like gay or disabled people.

I'm a transsexual young man and would be very scared to be open about it here.



‘Is there anywhere I can turn
for help?’

What rights do we all have to be
protected from harassment?’

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Hate crime

Simon, 16

I am deaf and was recently picked on by a gang outside my school.

When I stood up for myself, they started throwing stones at me and chased after me.

Unfortunately, they caught me and have given me some nasty cuts and bruises.



‘Who can I turn to for help
and protection?’

Who is protected from
hate crime?’

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Disabled students

Suzie, 18

I use a wheelchair to get around and I'm finding it very hard to get a place at my local college.

I want to study science and the labs are on the first floor.

The college hasn't got a lift and they say they can't afford to have one put in just for me so I must go somewhere else.

Travelling any distance is really difficult and expensive so I don't want to go to another college.



‘Can I make the college put
in a lift?’

What about other types of
disabled young people, do we
all have rights?’

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Learning difficulties

Ibrahim, 19

I have **dyslexia** and attend my local FE College where I'm studying for an NVQ level 3 in electrical installation. The course is mostly practical which is fine, however there'll be an exam at the end of the course and I'm really worried that I might fail.

The exam questions are usually printed on white paper and I find this tends to jumble the words up so I can't follow them properly.

I can read off coloured paper.



‘Should the college provide coloured paper for me?’

Learning difficulties can take many forms. What rights do we have to continue in education once we have left school?’

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Human rights

Amina, 23

I am a single mother who has come to England from Somalia. I have just been given a council house on an estate that is nearly all white people. The family next door is giving me and my little girl a really hard time. They have threatened to break my windows and set fire to the house when we are asleep. I'm very frightened but the housing officer says I'm lucky to have a house of my own and won't do anything.



‘Should the council find me somewhere else to live?

Do I have any rights as a black woman?

What else is covered by human rights?’

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Sexual orientation

Max, 22

I was invited to attend an interview for a job as a youth worker. It seemed to be going very well until I mentioned that my partner was the same sex as myself.

I was then asked a lot of **questions about my sex life** and my relationships. I didn't get the job and now I think it is because I am a young gay man.



‘Can I complain about this?’

What about applying for jobs in general, what rights do young people have?’

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The right to be safe

Gemma, 16

I like being at school, but dread when it's time to go home. I live with my mum and dad and when he has had a few drinks he starts to pick on me. He calls me horrible names and sometimes it's worse than that, and I have to go to school the next day with bruises on my arms and legs.

I pretend that I'm just clumsy.



‘Is there anything that I can do
to make my life better?’

Do all young people have a
right to be safe?’

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Young people

Visit our website for advice:

equalityhumanrights.com/youth

Or if you would rather
speak to someone call us
on one of our helplines:

England: 0845 604 6610

Scotland: 0845 604 5510

Wales: 0845 604 8810

9am–5pm Monday to Friday

Alternatively:

- you can ask your Connexions personal adviser, your youth leader, careers advisor or someone similar
- if you're a student then contact the NUS
- if you're a member of a union, ask them for help, and
- your local Citizen's Advice Bureau will be happy to help you.

Youth advisers

Make sure you know how to advise young people who come to you and where you can find additional guidance.

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September 2009

ISBN 978 1 84206 203 6