**Discrimination**

Discrimination is a sociological term referring to the treatment taken toward or against a person of a certain group in consideration based solely on class or category. Discrimination is the actual behaviour towards another group. It involves excluding or restricting members of one group from opportunities that are available to other groups. The United Nations explains: "Discriminatory behaviours take many forms, but they all involve some form of exclusion or rejection." Discriminatory laws such as redlining have existed in many countries. In some countries, controversial attempts such as racial quotas have been used to redress negative effects of discrimination · Age discrimination · Gender discrimination · Caste discrimination · Employment discrimination · Discrimination against lesbian, gay, bisexual, transgender and gender variant people · Language discrimination · Disability discrimination · Religious discrimination

*Age Discrimination: Ageism*

Age discrimination is discrimination on the grounds of age. Although theoretically the word can refer to the discrimination against any age group, age discrimination usually comes in one of three forms: discrimination against youth (also called adultism), discrimination against those 40 years old or older, and discrimination against elderly people. In the United States, the Age Discrimination in Employment Act prohibits employment discrimination nationwide based on age with respect to employees 40 years of age or older. The Age Discrimination in Employment Act also addresses the difficulty older workers face in obtaining new employment after being displaced from their jobs, arbitrary age limits.

In many countries, companies more or less openly refuse to hire people above a certain age despite the increasing lifespans and average age of the population. The reasons for this range from vague feelings younger people are more "dynamic" and create a positive image for the company, to more concrete concerns about regulations granting older employees higher salaries or other benefits without these expenses being fully justified by an older employees' greater experience. Some people consider that teenagers and youth (around 15–25 years old) are victims of adultism, age discrimination framed as a paternalistic form of protection. In seeking social justice, they feel that it is necessary to remove the use of a false moral agenda in order to achieve agency and empowerment.

This perspective is based on the grounds that youth should be treated more respectfully by adults and not as second-class citizens. Some suggest that social stratification in age groups causes outsiders to incorrectly stereotype and generalize the group, for instance that all adolescents are equally immature, violent or rebellious, listen to rock tunes, and do drugs. Ageism is the causal effect of a continuum of fears related to age. This continuum includes: Ephebiphobia: the fear of youth. Gerontophobia: the fear of elderly people. Pediaphobia: the fear of infants or small children.

*Gender discrimination: Sexism*

Though gender discrimination and sexism refers to beliefs and attitudes in relation to the gender of a person, such beliefs and attitudes are of a social nature and do not, normally, carry any legal consequences. Sex discrimination, on the other hand, may have legal consequences.

Though what constitutes sex discrimination varies between countries, the essence is that it is an adverse action taken by one person against another person that would not have occurred had the person been of another sex. Discrimination of that nature in certain enumerated circumstances is illegal in many countries.

Currently, discrimination based on sex is defined as adverse action against another person, that would not have occurred had the person been of another sex. This is considered a form of prejudice and is illegal in certain enumerated circumstances in most countries.

Sexual discrimination can arise in different contexts. For instance an employee may be discriminated against by being asked discriminatory questions during a job interview, or because an employer did not hire, promote or wrongfully terminated an employee based on his or her gender, or employers pay unequally based on gender.

In an educational setting there could be claims that a student was excluded from an educational institution, program, opportunity, loan, student group, or scholarship due to his or her gender. In the housing setting there could be claims that a person was refused negotiations on seeking a house, contracting/leasing a house or getting a loan based on his or her gender. Another setting where there have been claims of gender discrimination is banking; for example, if one is refused credit or is offered unequal loan terms based on one’s gender.

Another setting where there is usually gender discrimination is when one is refused to extend his or her credit, refused approval of credit/loan process, and if there is a burden of unequal loan terms based on one’s gender.

Socially, sexual differences have been used to justify different roles for men and women, in some cases giving rise to claims of primary and secondary roles. Unfair discrimination usually follows the gender stereotyping held by a society. The United Nations had concluded that women often experience a "glass ceiling" and that there are no societies in which women enjoy the same opportunities as men. The term "glass ceiling" is used to describe a perceived barrier to advancement in employment based on discrimination, especially sex discrimination. Transgender individuals, both male to female and female to male, often experience problems which often lead to dismissals, underachievement, difficulty in finding a job, social isolation, and, occasionally, violent attacks against them. Nevertheless, the problem of gender discrimination does not stop at transgender individuals nor with women. Men are often the victim in certain areas of employment as the traditional "male" job-field opens to women, the influx of millions of illegal aliens take many jobs in construction, highway work, etc., and men begin to seek work in office and childcare settings traditionally perceived as "women's jobs".

**Pre-watching activities**

1. *In pairs/groups discuss these questions.*

1. How would you characterize discrimination?

2. Which are the kinds of discrimination?

3. Have you ever encountered any kind of discrimination, or do you expect any in your future life?

4. Which are the most frequent kinds of discrimination in your country?

Ageism <https://www.youtube.com/watch?v=MqhEEAgyKZk>

Millennials vs elderly people

<https://www.youtube.com/watch?v=MqhEEAgyKZk>

Language Discrimination <http://www.youtube.com/watch?v=-8rSCU-j_X4>

Caste Discrimination <http://www.youtube.com/watch?v=cPgplau6JTU>

Gender Discrimination <https://www.youtube.com/watch?v=byq-EH9cR00>

Gender/Religion Discrimination <https://www.youtube.com/watch?v=s64LUJ86FB0>