

# 5 FORMS OF BIAS IN THE WORKPLACE YOU MIGHT NOT BE AWARE OF

AND HOW HR AND PEOPLE TEAMS CAN TACKLE THEM

Discrimination may not be immediately obvious. Here are five lesser-known forms of bias in the workplace – unconscious or not – and what HR and People teams can do to tackle them.



## 1. AGE



90% of US employees over 45 said age discrimination was 'commonplace' at their work.



30% of UK professionals have said they've been turned down for a job due to their age.



This figure rose to 53% for those aged 55-65 and 65% amongst under 18s.



60% of US employees over 45 reported being victims of age discrimination at work in 2018.

## 2. WEIGHT



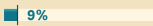
Shockingly, it's legal in 49 US states to discriminate against employees based on weight.



Obese women are almost x3 more likely to report discrimination than obese men.



25% of UK adults admit that out of two equally qualified candidates they would appoint the one with a healthy weight over a candidate with obesity.



Females experience an average 9% fall in wages after putting on weight at work, studies claim.

## 3. HEIGHT



The tallest 25% of the US population get a 13% boost in median income compared with the shortest 25%.



Over 50% of US CEOs of Fortune 500 companies are 6ft or taller...



...this is despite just 15% of all males in the US being over 6ft.



72% of the time a 'taller' candidate will be hired.

## 4. HAIR



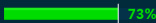
Research has shown that blondes earn 7% more than those with other hair colors.



60% of males and 47% of females with red hair say they have suffered discrimination due to their hair color.



2 US states, California and New York State have implemented laws to prevent racist natural hair discrimination.



Worryingly, 73% of employers admit that hair color can harm their perception of a potential candidate.

## 5. DRESS



16% of people have experienced an issue at work due to their attire.



68% of people said they would trust a formally-dressed colleague over someone wearing casual attire.



75% of managers believe that employees who are well dressed and groomed are more intelligent, hardworking and socially acceptable.



Yet, 61% of employees are more productive when a dress code is relaxed.

### HOW CAN HR AND PEOPLE TEAMS TACKLE THESE FORMS OF BIAS IN THE WORKPLACE?



Create diversity and inclusion initiatives that offer every employee a level playing field.



Teach your employees what constitutes discrimination in the workplace.



Modernize corporate policies.



Introduce blind hiring and look beyond 'culture fit'.



Provide unconscious bias training for everyone.



Empower employees to report any instances of discrimination.