

**KNOW
YOUR RIGHTS!**

YOU'VE GOT THE RIGHT TO BE YOURSELF!



Discrimination and Harassment

How to Report

Information Leaflet

**Fife Centre *for*
Equalities**



Fife Centre for Equalities, New Volunteer House, 16 East Fergus Place, Kirkcaldy KY1 1XT
(T) 01592 645 310 (E) info@centreforequalities.org.uk (W) www.centreforequalities.org.uk
Company Limited by Guarantee No.SC046683 Scottish Charity No.SC046683



What is discrimination?

Discrimination is when one person or a group of people being treated less fairly or less well than other people or groups.

The groups can be age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion & belief, sex, or sexual orientation.

What is harassment?

Harassment is when a person behaves in a way which is intended to cause you distress or alarm. The behaviour must happen on more than one occasion. It can be the same type of behaviour or different types of behaviour on each occasion.

These can turn into a hate incident?

If an act of discrimination or harassment against you, your friends, your family or your property happens because of your actual or presumed characteristics such as:

Disability, race or ethnicity, religion or belief, sexual orientation or transgender identity

Can be classified as a hate incident and should be reported

A victim does not have to be a member of the group at which the hostility is targeted. In fact, anyone could be a victim of a hate incident.

Examples include

Physical and verbal attacks / Vandalism and graffiti / Cyberbullying / Abusive text messaging and hate mail / Offensive signs or gestures / Threatening behaviours / Groups chanting / Vandalism



We are encouraging people to report any type of incident or concern, even if no law has been broken, to help prevent future wrongdoings. *The police can only prosecute when the law is broken but can work with partners to try and prevent any escalation in incidents. Some courts can put a stop to discrimination.*

Why should I report discrimination or harassment?

1. Discrimination and harassment are hurtful; they can also be confusing and frightening.
2. By reporting them when they happen to you or someone you know, you may be able to prevent these incidents from happening to someone else.
3. You will also help the organisations who want to support you to understand the extent of problems you are experiencing so they can help you or people in your community.
4. By reporting, you will be better supported.

Reporting makes a difference - to you, your friends, and your life.

Discrimination and harassment may affect an individual in every area of their life, work, school and home. People who experience such incidents may feel guilty, humiliated and too embarrassed to complain. Stress may lead to emotional symptoms such as a loss of self-confidence and self-esteem. The physical symptoms include loss of sleep, headaches. Further more serious physical and mental health problems may develop, not only for the victim, but also for the family.



Scared to report because of what might happen?

If someone has made you feel scared, worried or vulnerable because of who you are, report it and get advice and support. **Worried about reporting, you can report anonymously.**

How can I tell someone?

You can report to us anonymously and we can report it to the council or police, give you advice and support.

Fife Centre for Equalities

(T) 01592 645 310

(E) info@centreforequalities.org.uk

(W) www.centreforequalities.org.uk

<https://www.facebook.com/fifecentreforequalities>

You can report to any **Fife Council** office, school, library, Community centre and they can report it to the police, give you advice and support

Fife Council

(T) 0345 155 0000

Online - <https://www.fifedirect.org.uk>

[Report Hate Crime](#)

There is also **Police Scotland**

Online reporting form

<https://www.scotland.police.uk/secureforms/hate-crime/>

Telephone 999 for emergencies or 101 for non-emergencies

