

# What to do if you're worried about racism

Following the EU referendum, you may be worried about reports of an increase in race hate incidents, in particular towards migrant workers and ethnic minorities. In addition, if you are an EU national working in the UK, you may feel uncertain about your future position.

Below is some useful information about your rights, what you can expect, and where to go for help and support if you experience racism at work or elsewhere.

## Your rights at work

All employees have the right to:



Work in safe and healthy conditions



Not be threatened, harassed or bullied



Not be discriminated against



Complain about poor treatment without being victimised

## EU nationals working in the UK

EU citizens still have the right to live, work or get benefits in the UK. This will not change until the UK stops being a member of the European Union or a new agreement is negotiated for EU nationals already resident in the UK. That process could take some time, and changes will be announced before they happen, so there is no need to rush to take any action.



## Talking about contentious political issues

- Any discussion about contentious political issues should be conducted sensitively and with respect for the views and positions of others.
- We all have the right to freedom of expression, but this does not extend to the protection of speech that discriminates against, harasses or incites violence or hatred against others.

---

## Race hate incidents

There have been reports of an increase in racism and hate incidents. These are criminal offences. The National Police Chiefs' Council has said that:

**‘victims and those feeling vulnerable will receive support from the police and offenders can expect a strong response and enhanced sentencing.’**



## Where to get information and help

- If you have any worries, you can discuss these with your line manager.
- If you are a union member, speak to your union representative.
- If you believe you have been discriminated against, contact the **Equality Advisory and Support Service on 0808 800 0082.**
- Anyone who experiences a race hate incident can report it by calling the **police on 101. In an emergency, always dial 999.**
- You can also use **True Vision**, the official website for reporting hate crime - **[www.report-it.org.uk](http://www.report-it.org.uk)**. True Vision have information about third party **reporting centres** for those who do not want to go the police directly. These centres also provide advice and support.
- In Scotland, report hate incidents directly on the Police Scotland website - **<https://www.scotland.police.uk/secureforms/hate-crime/>**
- You can also contact the independent charity **Crimestoppers** anonymously on **0800 555 111**.
- If you are an EU national, you can get information relevant to people from your country of origin from your embassy or consulate. If you need help to find your embassy or consulate, please contact **Citizens Advice** at **[www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)** or call **03444 111 444**.
- Victim Support helplines: **England and Wales - 0808 168 911; Scotland - 0345 603 9213.**
- For impartial advice on tackling race hate incidents in the workplace, contact **Acas** (Advisory , Conciliation and Arbitration Service) at **<http://www.acas.org.uk/index.aspx?articleid=5771>**.

