

# Dealing with Xenophobia in the workplace

## What is Xenophobia

Xenophobia is the prejudice or dislike of people from other countries.

## Examples of xenophobic bullying in the workplace

- Passing off hurtful comments about someone else's culture as a "joke"
- Making fun or mocking a person's accent, nationality, or culture
- Excluding a person or persons from events or conversations due to their country of origin.
- Saying disrespectful or hurtful things about another individual's nationality
- Prejudice statement and announcements about a person based on their country of origin
- Making comments both in the workplace or online which could be construed as hateful towards a country or nationality

## Managing xenophobia in the workplace as an employer

**Have a zero-tolerance policy in place.** Make it known there will not be any tolerance for any xenophobic or prejudiced behavior from employees.

**Treat the victim with respect.** It takes a great deal of courage to come forward with a complaint, especially one in a sensitive nature such as xenophobia.

**Provide support for employees affected.** Always investigate any grievances thoroughly and remain respectful and empathic.

**Resolve the concerns swiftly and carefully** so all employees feel comfortable to be in the work environment together and so that it does not continue to be an issue. The longer the issue can go unnoticed, the bigger the chance of stress with the accuser.

**Create a safe space.** This allows for an all-encompassing environment where employees feel safe to raise any issues, they may have which is crucial. Feeling unable to voice these apprehensions creates a sense of vulnerability and segregation among those who may be suffering from discrimination. Making sure there is an atmosphere where discussions can be had between employers and their employees not only builds stronger bonds of trust, it also increases levels of understanding and communication.

**Be sure to document everything,** to the tiniest detail. This will help to create a preventative policy to monitor harassment and discrimination at work.

## Resources

<https://www.intelligenthq.com/xenophobia-in-the-workplace/>

<https://www.hrinasia.com/retention/how-should-hr-deal-with-discrimination-and-harassment-complaints/>

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