

The Elements of Religious Discrimination
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Religious Discrimination can be broken down into its elements. These elements are racial slurs, lack of concern and/or non-association, compulsory prayer, unfair restrictions, perceived abuse, supremacist activity, acting out of prejudice, harassment, public terror, defamation and institutional discrimination. Such conduct has the purpose or effect of unreasonably interfering with an individual or group's work or living environment and causes intimidation, hostility or offense.

Slurs, provoking words or gesture- slurs are perhaps the easiest elements to recognize because of their obvious nature: "Jewing Down", "bottom of the Totem Pole", "That witch". Provoking words are intended to invoke aggression or fear of bodily harm, and gestures include any hand signal of an offensive nature.

Lack of Concern and/or Non-Association- Non-association occurs mainly in a social context. When a person discovers another is of a specific religion they do not like, the person will avoid talking to them, working with them or associating with them. Lack of concern usually occurs when a superior does not tend to the needs of an individual in a normal fashion.

Compulsory Prayer-- Compulsory prayer often occurs in work places when a prayer is held over a business party or meal. The person saying the prayer does not consider the faith group of each individual when speaking the prayer. The most common example is "In Jesus name we pray". This excludes all Jewish, Muslim, Hindu etc. members in the room.

Unfair Restrictions-- These are restrictions made on an individual by a superior or authority. This may be in a group setting or individual.

Perceived Abuse is when a victim does not have concrete psychological harm, but rather the situation is so severe or pervasive that a reasonable person would perceive and the victim does perceive that the place is hostile or offensive.

Supremacist Activity-- Supremacists actively encourage the deprivation of the civil rights of another group, stating that they themselves are superior, and that the other group is inferior. They may advocate discrimination through the use of force or violence or by any other illegal mean, and this makes them particularly dangerous.

Acting out of Prejudice- this can be a single event or a combination of events in which the prejudiced person actively seeks members of their own group to the disadvantage of another. An example may be that person A has an open seat at a beauty salon, but the customer waits in line for person B because they are of a different race or religion.

Harassment is any act that puts an individual in reasonable fear of bodily harm or injury, or fear of crime against them. This can include phone calls which hang up, repeated phone calls, late night phone calls, and repeated acts intended to annoy the person.

Public Terror—any act that puts a group of three or more person in a state of fear of bodily harm or injury.

Defamation is a statement published to a third party in which the speaker or publisher knew or should have known is false. This statement can harm the reputation of the person, expose them to hatred, contempt, ridicule or degradation. Statements that are true, or which are reasonably true, are not considered defamatory.

Institutional Discrimination occurs when an organization operates to the consistent disadvantage of a particular person or group and is part of their normal functioning. This would be for instance, the firing of Witches from their jobs over a span of time by a large company or organization.