

Name Discrimination Factsheet

Brief overview

Name Discrimination, also known as name-based discrimination or nomenclature bias, refers to the unfair or prejudicial treatment of individuals based on their names, often due to cultural, ethnic, or racial associations.

Workplace considerations

- 1. Awareness and Education** - Promoting awareness about the prevalence and impact of name discrimination to encourage understanding and empathy.
- 2. Policy Advocacy** - Advocating for policies that address and prohibit name-based discrimination in various domains, including employment and housing.
- 3. Anonymous Recruitment** - Encouraging or adopting anonymous recruitment practices where initial stages of the hiring process are conducted without revealing names to mitigate biases.