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PRINT: ISSN 0972-0073 ONLINE: ISSN 2456-6802

Anthropologist, 18(2): 609-617 (2014)

DOI: 10.31901/24566802.2014/18.02.36

An Analysis of Workplace Discrimination Based on Sexual Orientation

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KEYWORDS Discrimination. Sexual-orientation. Homophobia. Constitutional Rights. Remedies

ABSTRACT Discrimination on the basis of sexual orientation like other forms of prohibited discriminations has become an area of concern in the workplace. The law prohibits discrimination in whatever form and declares it unlawful to discriminate against people on the basis of sexual orientation. People have been harassed and constructively dismissed through homophobia especially when they have openly declared their homosexual, bisexual or transsexual identities. Pursuant to this, this paper examines the legal position and at the same time considers the social implications and concerns for discrimination on the grounds of sexual orientation. The paper highlights the consequences and remedies available to the victims.