

Examples of discrimination in the wider world

In 2016, a woman with dyslexia won a disability discrimination case against her employer, Starbucks, after suffering poor treatment arising from the difficulties she experienced with reading, writing, and telling the time. Instead of reasonable adjustments being made, she was removed from her regular position at her branch in London and told that she needed to retrain. The treatment left the women feeling suicidal. As a result, Starbucks was told to pay the woman compensation, and that it needed to increase workplace support in order to avoid such situations in the future.

In 2018, at a public bus stop a young man with microphthalmia was sitting waiting for a bus. He was holding his phone very close to his face in order to see it and wearing sunglasses to avoid glare, his cane was by his side. Another man came and physically shoved him out of the way and elbowed him in the shoulder, knocking him almost right over and offering no apology. Coincidentally, an elderly, blind woman then came onto the bus and was searching for a seat. The same person who had pushed into the young man with microphthalmia then demanded he move over, so the elderly lady could sit down. This public example of two visually impaired people being treated in completely different ways served to highlight the levels of discrimination that disabled people suffer daily.



In another instance, a student with muscular dystrophy applied to work at a music store behind the tills. During the interview, the employer mentioned that shelf-stacking would be part of the regular duties, and the student asked if he would be able to use a trolley to complete such duties, as he was unable to carry heavy things or crouch down low. He was told that this would be fine. Later, the student received a call in which he was told that he would be perfect for the job, but that he would not be offered it due to his disability. Although at the time the student did not realise he was able to take any action, the employer's actions are a clear example of indirect discrimination.