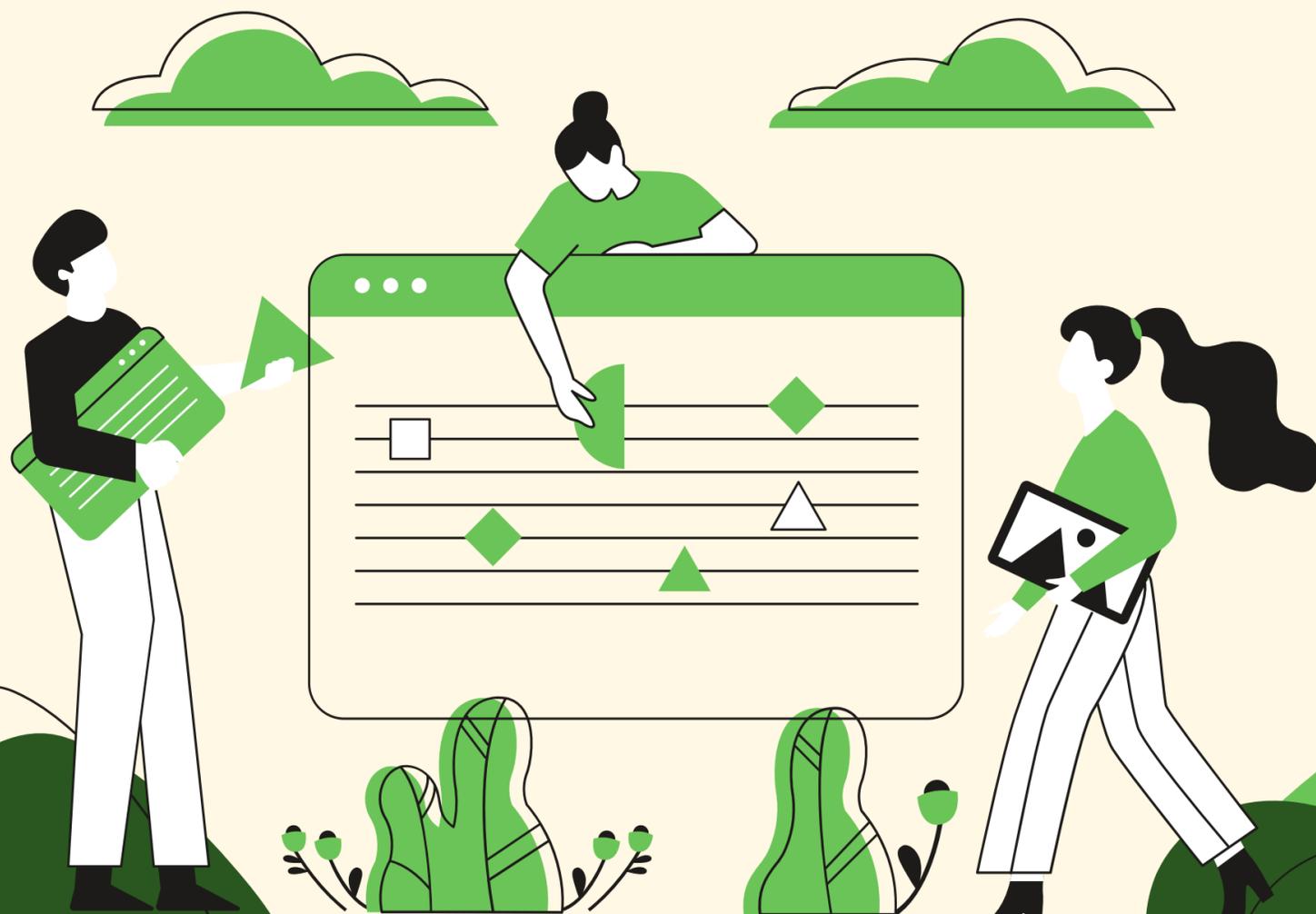


# Understanding the difference between banter & discrimination



# Banter

- **Office banter is supposed to be positive**

In fact, it's a return-to-office highlight.

- **Banter can be offensive, exclusionary or discriminatory**

Comments about an individual's accent, physical appearance, religion, gender or sexual preferences can offend them. So can an objectionable tone of voice.



# Discrimination

- **It is when the impact is worse than the intent**

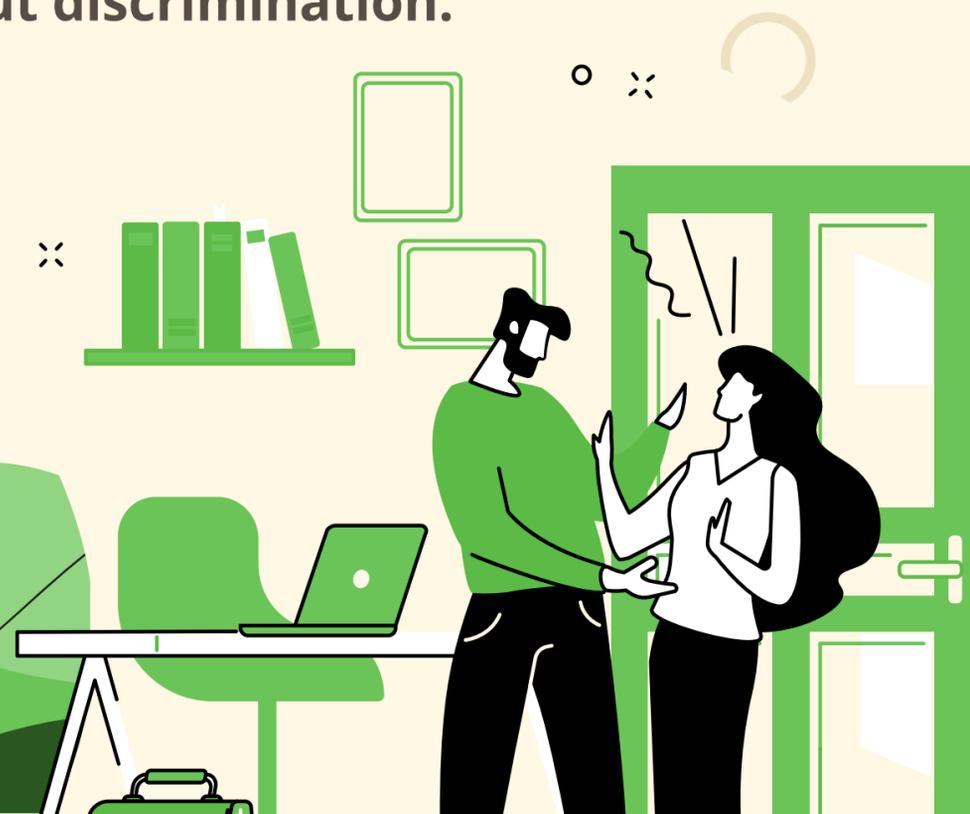
If someone's upset, insulted or gone quiet about a comment. That's it. This is when you apologize, take ownership and be mindful of hurt feelings.

- **Lead by example if you're in position of power**

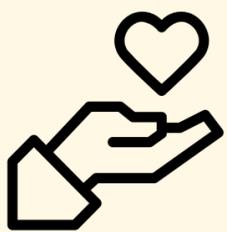
Call it out and empower employees who look up to you.

- **Set up an anonymous helpline**

Some people will be uncomfortable calling out discrimination. Allow them to point it out.



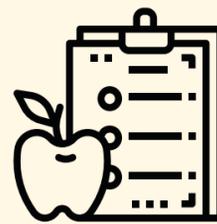
# A happy workplace is not just healthy, it is also inclusive



Counsellors



Doctors



Nutritionists



Diagnostics



Pharmacy



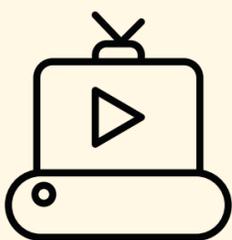
Finance advisor



Newsletters



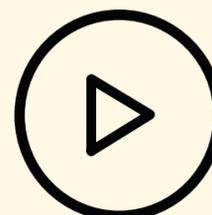
Self-assessments



Live classes



Articles



Videos



Webinars