

EOC NEWS

Equal Opportunity Commission
Promoting Equality

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EOC Connects with Stakeholders at TIC

The EOC's webinar presentation was the marquee attraction at the Trade and Investment Convention (TIC) 2021. The webinar on Know Your Rights: Employment Discrimination, registered the most attendees at this year's convention.



HARAN RAMKARANSINGH
Director, Legal Services
Equal Opportunity Commission

The webinar, which took place on Wednesday 3 November, created an avenue for attendees to learn about the mandate of the EOC and have their questions answered on workplace discrimination and other relevant topics.

Haran Ramkaransingh, Director Legal Services at the EOC was the lead presenter at the TIC, which is a multi-sectoral tradeshow that brings together local, regional and international businesses


The lively question-and-answer segment


at the end of the presentation gathered many questions from attendees. Some of the most popular questions centered on mandatory vaccinations, discrimination during the recruitment process, promotions and discrimination based on race, sex, religion, geographical origin, marital status and disability.

All questions were answered at the webinar and as the session came to an end, many participants were intrigued by the discussion and wanted to learn more.

The EOC regularly educate members of the public through virtual education sessions and webinars like TIC. Persons interested in learning more about the remit of the EOC and how to get redress are encouraged to use access the following:

Facebook page: @EOCTT 

LinkedIn page: Equal Opportunity Commission Trinidad and Tobago 

YouTube: Equal Opportunity Commission TT 

Website: www.equalopportunity.gov.tt

Weekly column: Online Newsday

To subscribe to the EOC's news page or request an awareness session at an organization, send an email to communications@eoc.gov.tt

Celebrating a Virtual Divali

This year's Divali function adapted to the "new normal", as EOC staff gathered virtually to celebrate the festival of lights. Despite the change in format, staff did their best to maintain the excitement of the festivity by dressing in traditional Indian wear and participating in the group activities.

The programme commenced with an opening prayer and was followed by an engaging trivia game. Through the trivia responses, staff learned about the origins of Divali and the significance of the lighting of deyas.

Amrita Gangadeen and Salisha Ishmael led a presentation, which showcased how they celebrate Divali at home. Shirley Lalla also provided photos and

videos, showing the activities at her home, including cooking a feast. Staff joked that they knew who they would ask to cook for next year's Divali programme, provided that it reverts to its pre-covid format. This is the first time the programme highlighted these activities and all in attendance appreciated the personal touch of being virtually welcomed into their colleagues' homes via the presentation.

As the festivity came to a close, some staff members participated in a group activity by displaying their decorated deyas.

EOC's Divali programme was hosted by the EOC's Social Events Committee on Friday 29th October 2021.

Amending the Act

One of the functions of the Equal Opportunity Commission (Commission) is to keep under review the working of the Equal Opportunity Act (the Act) and any relevant law and draw up and submit proposals to amend the Act.

The Commission evaluated the Act and the current status grounds covered- race, ethnicity, sex, disability, marital status, religion and origin- and determined that there are several status grounds that should be included or clearly defined in the Act to make the legislation more inclusive. The Commission made recommendations to the Attorney General of Trinidad and Tobago to have the Act amended to include the following:

1. Sexual orientation as a status of discrimination
2. Age as a status of discrimination
3. A definition of Sexual Harassment as a form of discrimination
4. HIV/AIDS as a disability
5. The expansion of the definition of disability
6. Co-habitation and half-blood relationships in the definitions of 'family' and 'marital status'

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