

PROTECTING ASIAN AMERICAN AND PACIFIC ISLANDER WORKING PEOPLE

Employers must include anti-discrimination protocols in their responses to COVID-19 (coronavirus). APALA issues this guidance to protect Asian American and Pacific Islander (AAPI) workers.

RAISE AWARENESS ABOUT COVID-19 WITHOUT INCREASING FEAR

Help stop the fear by letting people know that being of Asian descent does not increase the chance of getting or spreading COVID-19. Share accurate information about how the virus spreads.

The CDC states that diseases can make anyone sick regardless of their race or ethnicity. People of Asian descent, including Chinese Americans, are not more likely to get COVID-19 than any other person.

SPEAK OUT AGAINST HOSTILE AND/OR AGGRESSIVE BEHAVIOR

Bystander intervention trainings are necessary so that everyone is ready to proactively intervene when they witness discrimination. You can:

- Create physical separation by standing in between the hostile person and the targeted worker.
- Distract the hostile person while the impacted worker is escorted to safety.
- Directly intervene by verbally stating that the hostile behavior is not acceptable in the workplace.
- Record the details of the incident including date, time, and location. With the permission of the person who was harassed, report incidents of discrimination at: www.standagainsthatred.org

OUTBREAK-RELATED JOKES ARE HARMFUL

Panic, prejudice, and xenophobia are, sadly, quite common during outbreaks. Stereotypes fuel misinformation and perpetuate harm upon communities.

When someone makes a “joke” or flippant comment about COVID-19, you can intervene by using one of the following responses: “I don’t get it. Can you explain why that is funny?” or “That’s not funny and that is not actually how the virus works.”

ANTICIPATE REFUSAL OF SERVICE AGAINST WORKERS OF ASIAN DESCENT

Anticipate that patients, clients, and others may refuse service from workers of Asian descent. Prepare yourself and your staff to respond.

Assure the impacted worker that it’s not their fault. Give them space and time to process, while making sure they are still able to complete their shifts and get paid. Under no circumstances should workers of Asian descent have their hours cut due to discrimination.

PUBLICLY DEMONSTRATE SOLIDARITY WITH AAPI WORKERS

Post this sign in support of AAPI workers in your workplace or place of business: www.apalanet.org/COVID19

COMMIT TO AN ONGOING PROCESS TO ADDRESS DISCRIMINATION

Organize trainings, cultivate a safe and healthy work environment, and create spaces for co-workers to support each other in an ongoing way.

Managers should set aside time at a staff meeting or before a shift to set expectations, share information, and re-affirm the dignity of AAPI workers and others who are typically targets of harassment and discrimination.

All staff should feel personally responsible for maintaining a safe and healthy workplace culture, as well as know how to respond and who to seek help from when experiencing or witnessing unwanted behavior.



Contact apala@apalanet.org if you have any questions