

## **The Protected Class of National Origin Workshop**

The Office for Equal Opportunity (OEO) sponsors several programs throughout the year to help the campus community learn more about equal opportunity and diversity. These programs enhance participant's perspective and build knowledge and skills. One of the programs sponsored by OEO was the Protected Class of National Origin held on March 11, 2009. Presenters Jill Guzman, International Employment Manager, Human Resources and Hanya Redwan, Associate Director in the Office of International Services shared information to help participants identify cross-cultural miscommunication and gain insights into foreign nationals' experience in the United States. Participants learned the definition of "national origin" and how it relates to ethnicity and culture, as well as, the laws that protect everyone from discrimination based on national origin. Those in attendance were challenged to gain an understanding of culture, cultural awareness, and the relationship between values, attitudes, and behaviors as they evaluated their own cultural values. Participants also learned tools for promoting positive interaction with foreign visitors.

The session was part of The Protected Class Series, which provides information to the campus community regarding the ten protected classes that are covered in the University's policies. Eight of the ten protected classes are each covered in a separate workshop. In two instances, two of the protected classes are combined into one workshop because the subject material is so closely linked. As was the case with this workshop, knowledgeable presenters facilitate each workshop. This is an excellent professional development opportunity available to the campus community.

These and other workshops are free to NC State University faculty, staff and students. To learn more and register visit: [http://www.ncsu.edu/equal\\_op/education/oeo\\_reg.html](http://www.ncsu.edu/equal_op/education/oeo_reg.html).

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