



## Social Justice Glossary<sup>1</sup>

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**Allyship:** leveraging personal positions of power and privilege to fight oppression by respecting, working with, and empowering marginalized voices and communities; using one's own voice to project others', less represented, voices

**Bias:** an inclination of preference, especially one that interferes with impartial judgment

**Bullying:** an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening *\*you can't bully anyone\**

What is not bullying: single episodes of social rejection or dislike, single episode acts of nastiness or spite, random acts of aggression or intimidation, mutual arguments, disagreements or fights.

*\*however these are disrespectful and can affect people, please be kind\**

**Bystander Intervention:** involves intervening before, during or after a situation where you witness inappropriate behaviours or comments that can be hurtful, abusive or dangerous. Bystander intervention fosters a safe environment by challenging unhelpful norms and beliefs within your community groups and interrupting unsafe situations.

For example, you can challenge rape jokes, inappropriate sexual comments or inappropriate sexual behaviour that you come across in everyday life.

**Casteism:** adherence to the caste system. Prejudice and discrimination on the grounds of caste.

**Classism:** any attitude or institutional practice which subordinates people of a certain socioeconomic class due to income, occupation, education, and/or their economic status; a system that works to keep certain communities within a set socioeconomic class and prevents social and economic mobility

**Consent:** "Yes" Means "Yes". To give an affirmative, conscious, & voluntary permission to do something. Consent is not a one-time thing, it is continuous and may be revoked. Legally, the age of consent 18.

**Cultural Appropriation:** the act of members of dominant/powerful/privileged groups claiming ownership of, or the rights to, less powerful/privileged groups' cultural and/or religious symbols, dress, and ceremonies

**Disability:** being differently abled (physically, mentally, emotionally) from that which society has structured to be the norm in such a way so that the person is unable to move, or has difficulty moving—physically, socially, economically—through life

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<sup>1</sup>At OSRL we are open to accepting and embracing evolution in the field of diversity, equity, inclusion and social justice. Therefore we understand these definitions and the list of definitions might change over time. Please check with us for an updated list of definitions. This document was last updated on 10/10/20.



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**Discrimination:** 1) actions or thoughts, based on conscious or unconscious prejudice, which favor one group over others in the provision of goods, services, or opportunities, 2) the action of treating people differently based on their identity

**Disenfranchised:** being deprived of power and/or access to rights, opportunities, and services

**Diversity:** 1) a multiplicity of shared and different individual and group experiences, values, beliefs, and characteristics among people; 2) refers to all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender — the groups that most often come to mind when the term "diversity" is used, but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance.

**Empathy:** a learned skill that allows one to recognize and deeply listen to another's story or experiences, and connect them to common understandings and emotions; differs from sympathy

**Equity:** the situation in which all people or groups are given access to the correct number and types of resources for them so as to achieve equal results; differs from equality, which focuses on the equal distribution of resources rather than equal results

**Eve Teasing:** An act of making unwanted sexual remarks or advances by a man to a woman in a public place.

**Feminism:** Feminism is a movement that advocates for gender equality. The goal of feminism is for all people to be treated equally. What differentiates feminism from other social movements is the focus on gender and how it relates to the ... women, as well as people with non-binary gender identities and expressions.

**Gender:** the socially constructed roles, behaviors, activities, and characteristics that a given society categorizes as 'masculine' and 'feminine'; not defined by one's biological sex

**Gender Identity:** a person's individual and subjective sense of their own gender; gender identities exist in a spectrum, and are not just masculine and feminine

**Harassment:** Unwelcome conduct that is based on race, color, religion, sex, ethnicity, age, disability, genetic information or personal identity, that a person would consider intimidating, hostile, or abusive.

"Sexual" harassment is a particular type of harassment that includes unwelcome conduct such as sexual advances, requests for sexual favors or dates, remarks about an individual's appearance, discussions, remarks or jokes of a sexual nature, and/or other verbal or physical harassment of a sexual nature.

**Homophobia:** on a personal level, homophobia is an irrational fear, aversion, or dislike of homosexualities and people who identify as homosexual; on a social level, homophobia is the ingrained structural discrimination against homosexuality and those who identify



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as homosexual that prevents access to certain resources or opportunities and inhibits individuals from feeling safe or able to be socially recognized as homosexual

**Inclusion:** refers to the intentional, ongoing effort to ensure that diverse individuals fully participate in all aspects of organizational work, including decision-making processes. It also refers to the ways that diverse participants are valued as respected members of an organization and/or community.

**Intersectionality:** the intersection of race, class, gender, and ability identities within each individual that informs how one views, discusses, and navigates through the world the way each of us views and discusses the world

**Marginalize:** the systematic disempowerment of a person or community by denying access to necessary resources, enforcing prejudice through society's institutions, and/or not allowing for that individual or community's voice, history, and perspective to be heard

**Microaggression:** subconscious and often well-meaning actions or remarks that convey an unconscious bias and hurt the person at the receiving end

**Oppression:** 1) the systemic use of institutional power and ideological and cultural hegemony, resulting in one group benefiting at the expense of another; 2) the use of power and the effects of domination

**Patriarchy:** a social system and institution in which men have primary power in the political, social, economic, legal, and familial spheres; patriarchy favors male-dominated thought, and is centralized on the male narrative or perspective of how the world works and should work

**Perpetrator:** refers to a person whom the victim alleges to have been subjected to an act of violence and crime. This word also includes any person involved in the violence or in the accomplice of the crime.

**Personal Identity:** our identities as individuals-including our personal characteristics, history, personality, name, and other characteristics that make us unique and different from other individuals

**Prejudice:** a preconceived, often unconscious, judgment or opinion about a person or group; usually a negative bias

**Privilege:** benefit, advantage, or favor granted to individuals and communities by unequal social structures and institutions

**Race:** a term used to to identify and define individuals as part of a distinct group based on physical characteristics and some cultural and historical commonalities; once used to denote differentiations in humankind based on physiology and biology, race is now understood as a social construct that is not scientifically based, though is still commonly associated with notions of biological difference; race is still sometimes perceived as innate and inalterable

**Racism:** an ideology and institution that reflects the racial worldview in which humans are divided into racial groups and in which races are arranged in a hierarchy where some



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racism is the effect of domination of certain racial groups by other racial groups

**Respect:** giving consideration and attention to a given person, group, or situation that takes another's perspective and experiences into account

**Safe Space:** spaces in which people, often of marginalized or underrepresented social groups, can say, be, and share their experiences without fear or judgment

**Sexism:** prejudiced thoughts and discriminatory actions based on difference in sex/gender; usually by men against women

**Silencing:** the conscious or unconscious act of excluding or inhibiting certain groups' voices, thus preventing their experiences, perspectives, and histories to be heard

**Slur:** an insulting or derogatory comment, reference, or label

**Social Justice:** the practice of allyship and coalition work in order to promote equality, equity, respect, and the assurance of rights within and between communities and social groups

**Stereotype:** an attitude, belief, feeling, or assumption about a person or group of people that are widespread and socially sanctioned; though stereotypes can be positive and negative, they all have negative effects because they support institutionalized oppression by validating oversimplified beliefs that are often not based on facts

**Survivor:** refers to an individual who is going or has gone through the recovery process after enduring violence. It can be used as a term of empowerment to convey that a process has started the healing process and may have gained a sense of peace in their life.

**Victim:** A person who has suffered physical or emotional harm, property damage, or economic loss as a result of an adverse circumstance such as crime, violence and/or injustice.

## Legal Definitions (Harassment and Discrimination)

### According to the Criminal Code of Nepal 2074's:

- **Section 150: भेदभावपूर्ण व्यवहार गर्न नहुने:** (१) कानूनमा अन्यथा व्यवस्था भएकोमा बाहेक कानून बमोजिम अधिकार प्रयोग गर्ने अधिकारीले त्यस्तो अधिकार वा सामान्य कानूनको प्रयोग गर्दा उत्पत्ति, धर्म, वर्ण, जात, जाति, लिङ्ग, शारीरिक अवस्था, अपाङ्गता, स्वास्थ्य स्थिति, वैवाहिक स्थिति, गर्भावस्था, आर्थिक अवस्था, भाषा वा क्षेत्र, वैचारिक आस्था वा यस्तै अन्य कुनै आधारमा कुनै पनि नागरिकमाथि जानीजानी भेदभावपूर्ण व्यवहार गर्न हुँदैन ।
- **Section 166: जातिपातिको आधारमा छुवाछुत वा अन्य भेदभावपूर्ण व्यवहार गर्न नहुने:** (१) कसैले कसैलाई प्रथा, परम्परा, धर्म, संस्कृति, रितिरिवाज, जात, जाति, समुदाय, पेशा, व्यवसाय, शारीरिक अवस्था वा सामाजिक सम्प्रदायको उत्पत्तिको आधारमा छुवाछुत वा अन्य कुनै किसिमको भेदभाव गर्न वा सार्वजनिक स्थलमा उपस्थित हुन वा कुनै सार्वजनिक प्रकृतिका धार्मिक स्थलमा प्रवेश गर्न रोक्न वा सार्वजनिक प्रयोगमा रहेको पानी, पथरो प्रयोग गर्न बञ्चित गर्न वा अन्य कुनै निजी वा सार्वजनिक उपयोग वा सुविधाका कुराको प्रयोग गर्नबाट बञ्चित गर्न हुँदैन ।
- **Section 224: यौन दुर्यवहार गर्न नहुने:** (१) कसैले कसैलाई यौन दुर्यवहार गर्न वा गराउनु हुँदैन । (२) कसैले आफ्नो पति वा पत्नी बाहेक अन्य व्यक्तिलाई निजको मञ्जुरी विना करणीका आशयले समातेमा वा निजको संवेदनशील अङ्ग छोएमा वा छुन प्रयास गरेमा, निजको भित्री पोशाक खोलेमा वा खोल्ने प्रयास गरेमा, निजले लगाउने भित्री पोशाक लगाउन वा फुकाल्न कुनै किसिमले बाधा अवरोध गरेमा वा निजलाई अस्वाभाविक रूपमा कुनै एकान्त ठाउँमा लगेमा, यौन सम्बन्धी आफ्नो अङ्ग निजलाई छुन, समाउन लगाएमा, निजसँग अशिल्ल वा अन्य त्यस्तै प्रकारको शब्द मौखिक, लिखित वा साङ्केतिक रूपमा वा विद्युतीय माध्यमबाट प्रयोग गरेमा, अशिल्ल चित्र वा तस्वीर देखाएमा, यौनका आशयले जिस्क्याएमा वा हैरानी दिएमा वा निजसँग अस्वाभाविक, अवाञ्छित वा अमर्यादित व्यवहार गरेमा निजले यौन दुर्यवहार गरेको मानिनेछ ।
- **Section 225: बालयौन दुरुपयोग गर्न नहुने:** (१) कसैले बालयौन दुरुपयोग गर्न वा गराउन हुँदैन । (२) कसैले करणीका आशयले बालबालिकालाई अस्वाभाविक रूपमा एकान्तमा लगेमा, यौन सम्बन्धी निजको अङ्ग छोएमा वा समातेमा, यौन सम्बन्धी आफ्नो अङ्ग निजलाई छुन वा समाउन लगाएमा वा निजसँग अन्य कुनै किसिमको यौनजन्य अस्वाभाविक व्यवहार गरेमा बालयौन दुरुपयोग गरेको मानिनेछ ।

**The Sexual Harassment at the Workplace Act, 2015**, defines sexual harassment as, any of the following unsolicited acts committed by, or caused to be committed by, any person in abuse of his/her position, power or by the imposition of any type of coercion, undue influence, or enticement would constitute sexual harassment:

- (a) physical contact and advances;
- (b) showing or displaying of pornographic material,
- (c) expressing sexual motives by way of written, verbal, or non-verbal means,
- (d) demand or proposal for sexual favors; and
- (e) flirting or harassing with a sexual motive.

**Exception:** The section clarifies that in the event any of the above acts are done for educational purposes or in the course of treatment or providing protection to the employees, such actions should not be regarded as sexual harassment. Therefore, as an example, if any pictures are displayed in the course of raising awareness of reproductive health, the mere display of such images should not constitute sexual harassment for the act.

## References

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