

Abstract

This thesis focuses on workplace discrimination based on sexual orientation, using the GBDH model as a theoretical framework. The first part presents a description of the given issue in Czech law and a comparison of the Czech Republic with other European countries. The main legal document concerning the given issue is the Anti-Discrimination Act, which divides discrimination into direct and indirect. In the Czech Republic, there is systematic discrimination against homosexuals and bisexuals based on the law in two cases - childcare and the possibility of leave of absence from work. According to the LGBTI II survey data, the Czech Republic is one of the countries where discrimination at work (11.2 %) and when looking for a job (4.2 %) is the least frequent. The second part of the thesis tests the influence of socio-demographic characteristics and the attitude of the employer and the collective on the level of discrimination against LGB employees. According to the results, previous negative experiences of the employee – with negative attitudes colleagues toward LGB minority, with inappropriate remarks about the LGB minority – have an impact on this type of discrimination. In one of the regression models, the influence of age was shown, while the remaining socio-demographic characteristics do not influence this type of discrimination. The last part of the thesis deals with the opinions of LGBT people in the Czech Republic regarding their status in the workplace. The views of the minority surveyed were obtained through semi-structured interviews with 10 LGB employees. According to the informants, direct discrimination, especially in the form of insults, is more problematic compared to indirect discrimination. The issue of discrimination based on sexual orientation at work is considered a problem but is not currently a priority. According to informants, an employer's accommodating attitude and with it its internal policies can have a positive impact on both the employee and the company. An employer's approach can vary depending on the factors identified by informants – the reach of the company; the industry in which the employer operates; the sector in which the employer operates; and the size of the community where the LGB employee works.