HEIGHT / WEIGHT

People should not be treated differently because of their size

Height and weight discrimination is a legitimate and prevalent societal problem. It inflicts pain and suffering, and impairs quality of life. This type of discrimination can take a number of forms, ranging from refusing to hire someone because they are considered to be too short or too tall, to treating overweight and underweight individuals with disdain.

One should not assume that an employee (or applicant) is unable to perform their work duties due to their size. Height and weight requirements for a job tend to disproportionately limit the employment opportunities of some protected groups, and unless the employer can demonstrate how the need is related to the essential duties and functions of the position, it may be viewed as illegal under federal law.

In general, many companies may address micro-aggressions and hostile behavior related to race, gender, sexual orientation, and religion, but few address how this behavior relates to size. Height and weight are listed among the protected classes in MSG's EEO policy.

Throughout the entire country, only one state has a law protecting potential employees from bias based on height or weight: Michigan.

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