

समान अवसरहरु सम्बन्धित शब्दावली (नेपाली)

A

No.	Word	Description	Translation
1	Act		ऐन/कार्य
2	Accessory liability	Liable for pressurizing someone to discriminate or harass, for instructing someone to discriminate or harass, or for knowingly aiding a person to discriminate or harass.	सहायक दायित्व
3	Advocate		समर्थन/वकालत गर्नु (verb) समर्थक/अधिवक्ता (noun)
4	Against		विरुद्ध
5	Aggrieved person	A person who believes he/she has received unfair or discriminat	पिडित व्यक्ति
6	Agreement	A written settlement voluntarily signed by the complainant and respondent upon conclusion of the conciliation process by the EOC. The agreement is legally binding.	सहमति/समझौता पत्र
7	Aided schools		सहयोग प्राप्त विद्यालयहरु / अनुदानित स्कूल
8	Aiding and abetting		सहायोग गर्नु साथै उक्साउनु
9	Alternatives		विकल्पहरु
10	Anti-discrimination laws/ordinances		भेदभाव विरुद्धका कानूनहरु/ अध्यादेशहरु
11	Apology		क्षमायाचना/माफी
12	Applicant		आवेदक/निवेदक/उमेदवार
13	Application		आवेदन/निवेदन
14	Appoint		नियुक्त
15	Argument		विवाद/ बहस
16	Associate		सम्बन्धित / सहयोगी
17	Associate (Under DDO)	A person who has association with the person who has disability main person. It could be a spouse, another person living with a person with disability, relative, carer, and a business, sporting or recreational partner.	सहयोगी/ सम्बन्धित व्यक्ति (DDO अन्तर्गत)

18	Attitude	Way of thinking, feeling, behaving towards people or situation that are influenced by values and stereotypical beliefs.	प्रवृत्ति/ मिजास/मनोवृत्ति/आचरण
19	Authenticity		प्रामाणिकता/यथार्थता
20	Automatic exception		स्वतः अपवाद
21	Available		उपलब्ध

B

1	Ban		प्रतिबन्ध
2	Barrister		वकिल/ब्यारिष्टर
3	Barrister's Chamber		वकिलको/ब्यारिष्टरको कक्ष/चेम्बर
4	Being a person without disability		अपाङ्गता नभएको व्यक्ति भएकोले
5	Belongings (As in diversity, equity, inclusion and belongings)		सम्बन्धि (विविधता, समता, समावेशी र सम्बन्धीको सन्दर्भमा)
6	Benefits		फाइदाहरु/लाभहरु
7	Bias		पूर्वाग्रह/ पक्षपात
8	Breastfeeding		स्तनपान
9	Breastfeeding discrimination		स्तनपान भेदभाव
10	Burqa		बुर्का
11	But-for-test (DDO)	An objective test that helps to determine the cause of treatment. To apply this test, one needs to look into the incident as a whole from an objective point of view and ask the question "Would the aggrieved person have received the same treatment <i>but for</i> his/her disability?"	नभएको-भए-जाँच / बट्-फर-टेस्ट (DDO)

C

1	Cannot be justified on non-racial grounds		गैर-जातीयताको आधारमा उचित ठहराउन नसकिने
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2	Career development		वृत्ति / क्यारियर विकास
3	Case		मामिला / मुद्दा
4	Clear		स्पष्ट
5	Civil proceedings		देवानी मामिला
6	Close relative		नजिकको नातेदार
7	Code of practice		कार्यप्रणाली संहिता
8	Colour		रंग/ वर्ण
9	Commission agent		दलाल/ कमिशन एजेन्ट
10	Communicable disease		सरुवा रोग
11	Community		समुदाय / समाज
12	Community Participation Funding Programme on Equal Opportunities (CPFP)		समान अवसरहरुमा सामुदायिक सहभागिता वित्तपोषण कार्यक्रम
13	Comparator		तुलनाकर्ता
14	Complainant	A person who lodges a complaint of discrimination with the EOC.	परिवादक/वादी
15	Complaint	Formal notification of alleged discrimination to the EOC for conciliation.	उजुरी
16	Complaint system		उजुरी प्रणाली
17	Conciliation	A process of resolving the dispute by bringing different parties together to negotiate a settlement. Conciliation looks for common ground to help resolve the matter to the satisfaction of both parties so that both can move beyond the dispute.	मेलमिलाप/मध्यस्तता
18	Conciliation meeting	A meeting between different parties in dispute to negotiate a settlement convened by a Conciliation Officer.	मेलमिलाप बैठक
19	Conciliation Officer (same as Conciliator)	Conciliation Officers are officers assigned by the EOC to conciliate a dispute. They come from diverse backgrounds, are trained regularly and are required to be fair, independent and impartial.	मेलमिलाप पदाधिकारी (मध्यस्थकर्ता सरह)
20	Conciliated case(s)		मेलमिलाप / मध्यस्तता गरिएका मामिला (हरु)

21	Condition		शर्त/अवस्था
22	Confidential		गोप्य
23	Consistent selection criteria		छनौटका समान आधारहरु
24	Contract		करार / ठेक्का
25	Contract workers		करार/ठेक्काका कामदार
26	Court		अदालत
27	Colleague		सहकर्मी
28	Culture		संस्कृति
29	Customs		प्रथा/रितिरिवाज
30	Cognitive bias		बुद्धिसङ्गत पूर्वाग्रह / संज्ञानात्मक पक्षपात
31	Carer		सरक्षक
32	Charter		बडापत्र
33	The Racial Diversity and Inclusion Charter		जातीय विविधता र समावेशिता बडापत्र

D

1	Date		मिति
2	Decision		निर्णय
3	Descent		कुल/वंश
4	Designated schools		निर्दिष्ट विद्यालय
5	Details		विवरणहरु
6	Detriment		हानि
7	Direct Discrimination	Differential treatment accorded to a person on the ground of sex, family status, disability or race.	प्रत्यक्ष भेदभाव
8	Direct Subsidy Scheme Schools		प्रत्यक्ष अनुदान योजना अन्तर्गतका विद्यालय
9	Disability Discrimination	To discriminate against a people on the ground of their disability.	अपाङ्गता भेदभाव
10	Disability Discrimination Ordinance (DDO)	An ordinance which makes discrimination, harassment and vilification on the ground of disability unlawful.	अपाङ्गता भेदभाव अध्यादेश (DDO)

11	Disability harassment	Any unwelcome conduct on account of a person's disability where it can be reasonably anticipated that the person would be offended, humiliated or intimidated.	अपाङ्गता उत्पिडन
12	Disability vilification	Any activity in public that incites hatred towards, serious contempt for, or severe ridicule of person(s) with disability.	अपाङ्गता दुरुत्साहन/अपमान
13	Disability which is imputed to a person		कसै माथि आक्षेप लागेको अपाङ्गता
14	Disadvantage		बेफाइदा
15	Discontinue		बिच्छेद/बन्द गरिएको
16	Discrimination	Treating a person less favourably than another person in comparable situation on the ground of sex, family status, disability or race. It often occurs because of incorrect assumptions or stereotypes about people's skills, abilities, personal qualities or needs based on their sex, sexual orientation, physical abilities, age and race.	भेदभाव
17	Discrimination / harassment in the course of employment	Acts of discrimination or harassment that occurs outside work hours and away from work premises could still come within the employment relationship provisions if it is closely work related.	रोजगारीको क्रममा हुने भेदभाव / उत्पिडन
18	Discrimination by Way of Victimisation (Concepts of DDO and RDO)	Treating a person less favourably because he/she has or is suspected to have done or intends to do an act protected under the DDO and the RDO, such as making or planning to make a disability/race discrimination complaint, taking legal action, acting as witness against race discrimination or helping somebody else to do so.	पिडित बनाउने क्रिया मार्फत भेदभाव (DDO तथा RDO को अवधारणाहरु)
19	Discrimination in pay	Discriminating in the terms and conditions of employment on the ground of sex.	भुक्तानमा भेदभाव
20	Discrimination on the ground of descent	Discrimination against members of communities based on forms of social stratification such as caste system or similar systems of inherited status which nullify or impair their equal enjoyment of human rights.	वंशको आधारमा भेदभाव

21	Discriminatory		भेदभावपूर्ण/पक्षपातपूर्ण
22	Dismiss (from job)		(जागिर / रोजगारीबाट) बरखास्त
23	Disposal and management of property		सम्पत्ति व्यवस्थापन तथा बिक्री
24	Disposal and or management of premises		परिसर व्यवस्थापन तथा बिक्री
25	Dispute		विवाद
26	District court		जिल्ला अदालत
27	Diverse		विविध
28	Diversity	Quality of being different in gender, race, ethnicity, culture, level of physical and mental ability, age and sexual orientation.	विविधता
29	Divorce		सम्बन्ध विच्छेद
30	Domestic helper		घरेलु सहायक / कामदार
31	Indirect Discrimination		अप्रत्यक्ष भेदभाव

E

1	Early conciliation		छिटो / सिघ्र मेलमिलाप
2	Educational institution		शैक्षिक संस्था
3	Element		तत्व
4	Emotional disturbance		भावनात्मक विघ्न / अशान्ति
5	Employee		कामदार / कर्मचारी
6	Employer		रोजगारदाता
7	Employer's liability	Liable for employees' discriminatory acts done in the course of their employment, with or without employer's knowledge or approval.	रोजगारदाताको दायित्व
8	Employment agency		रोजगारी निकाय/एजेन्सी
9	Encouragement		प्रोत्साहन

10	Equal employment opportunity (EEO)	Equal access to all available jobs under equal terms and conditions, and with equal benefits, facilities and services without discriminating on the grounds of sex, physical and intellectual ability, race, and pregnancy, marital or family status.	समान रोजगार अवसर (EEO)
11	Equal Opportunities (EO)	Equal opportunities is about giving people a fair chance to prove what they are capable of. It is not absolute equality. It removes unnecessary barriers and glass ceilings; allows people to genuinely compete on equal footing; and deals with prejudices, ignorance and stereotypical assumptions.	समान अवसर (EO)
12	Equal Opportunities Commission (EOC)	A statutory body responsible for implementing the anti-discrimination ordinances in Hong Kong including the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance.	समान अवसर आयोग
13	Equal opportunity for women in the workplace	Removing barriers that prevent women from doing some jobs or from being given the chance to advance to higher levels within organisations.	महिलाहरूलाई कार्यस्थलमा समान अवसर
14	Equal opportunities employer	Employers who adopt proactive approach to embrace diversity at workplace and promote equal opportunities.	समान अवसर रोजगारदाता
15	Equal opportunities policy	A policy that promotes an equitable workplace and diversity.	समान अवसर नीति
16	Equal pay for equal work	A female employee is entitled to equal pay when she is doing the “same work” or “like work” as that of a man.	समान कामको लागि समान भुक्तानि
17	Equal pay for work of equal value	Using consistent criteria in determining the terms and conditions of employment for the treatment of men and women performing work of equal value for the same employer.	समान मूल्यको कामको लागि समान भुक्तानि

18	Equal pay	Using consistent criteria in pay, whether in cash or in kind, which the worker receives directly or indirectly in respect of employment, encompassing but not limited to basic pay, bonuses, overtime rates and allowances, performance related pay, retirement schemes, company cars, travel allowance and	समान पारिश्रमिक
19	Equal value	Equal work, or different jobs with the same or similar value.	बराबरी मुल्य
20	Equality		समानता
21	Equity		समता
22	Ethnic group	A distinct segment of the population distinguished from others by a sufficient combination of shared customs, beliefs traditions and characteristics derived from a long common history or presumed common history.	जातीय समुह
23	Ethnic minority		जातीय अल्पसंख्यक
24	Ethnic Origin		जातीय मूल/ उत्पत्ति
25	Exception		अपवाद
26	Existing local and overseas terms of employment		स्थानीय तथा विदेशमा रहेका रोजगारीका विद्यमान शर्तहरू
27	Experience		अनुभव
28	Expressing breast milk		स्तनको दूध निचोर्ने /निकाल्ने

F

1	Facilitator		सहजकर्ता
2	Facilities		सुविधाहरू
3	Factor		कारक
4	Fair		न्यायपूर्ण
5	Family- friendly		परिवार-मैत्री
6	Family status	Responsibility for the care of the immediate family member.	पारिवारिक स्थिति
7	Family status discrimination	Discrimination against a person, male or female, on the basis of family status.	पारिवारिक स्थिति भेदभाव

8	Family Status Discrimination Ordinance	Anti-discrimination law passed in 1997 that makes unlawful for anyone or any organisation to discriminate against a person on the basis of family status.	पारिवरिक स्थिति भेदभाव अध्यादेश
9	First Schedule to the Quarantine and Prevention of Disease Ordinance		क्वारेन्टाईन/रोगप्रतिरोग तथा रोग रोकथाम अध्यादेशको पहिलो अनुसूची/ तालिका
10	Foreign Domestic Helper		वैदेशिक घरेलु सहायक
11	Formal		औपचारिक
12	Formal investigation		औपचारिक अनुसन्धान/ छानविन
13	Free		निःशुल्क
14	Friend		मित्र / साथी
15	Future disability	A disability that might develop in the future.	भावी अपाङ्गता

G

1	Genuine Occupational Qualification (GOQ)	Exceptions to legal rules against making decisions based on sex, physical and intellectual ability or race because of the essential nature of the job that requires particular gender, physical and mental ability or race. They are not automatic - the employer must be able to show that specified criteria apply to the job in question.	वास्तविक व्यवसायिक योग्यता (GOQ)
2	Good employment procedures and practices		असल रोजगार प्रक्रिया तथा अभ्यासहरू
3	Good management practice series		असल व्यवस्थापन अभ्यास श्रृंखला
4	Good practices		असल अभ्यासहरू
5	Goods, facilities and services		वस्तु, सुविधा तथा सेवाहरू
6	Government		सरकार
7	Grace period		छुट अवधि
8	Grievance		गुनासो/ उजुरबाजुर

H

1	Harassment (SDO, DDO & RDO)	Engaging in an unwelcome, abusive, insulting or offensive behaviour because of another person's sex, disability or race which makes the aggrieved person feel threatened, humiliated or embarrassed. In the case of RDO, it could also happen due to near relative's race.	उत्पिडन (SDO, DDO & RDO)
2	Halal		हलाल
3	Hijab		हिजाब
4	Hostile environment	Creating an environment that makes a person's work, study or training environment hostile or intimidating to him because of his sex, disability or race. It can be verbal or written.	प्रतिकूल वातावरण
5	Humiliated		अपमानित

I

1	Immigration		अध्यागमन
2	Impartial		निष्पक्ष
3	Implement		लागू गर्नु
4	Imputation / Imputed		अभियोग / अभियोगित
5	Imputed disability	A disability that has simply been imputed to a person who does not have a particular disability.	अभियोगित अपाङ्गता
6	Inclusion		समावेश
7	Independent		स्वतन्त्र

8	Indirect discrimination	Imposing a same condition or requirement equally on everyone, the application of which is not justified in the relevant circumstances, but which has a disproportionate adverse impact on a particular group (based on sex, family status, disability or race) because only a small proportion of people from that group can meet that requirement compared to the proportion of other people and/or the condition is to the detriment to the persons of that group because they cannot meet it.	अप्रत्यक्ष भेदभाव
9	Infectious Diseases	Diseases set out in the First Schedule to the Quarantine and Prevention of Disease Ordinance (for example, tuberculosis and viral hepatitis) and any communicable disease specified by the Director of Health in the Government Gazette. For the purpose of this exception under the DDO, neither HIV infection nor AIDS are to be treated as infectious diseases.	सरुवा/संक्रामक रोग
10	Information		सूचना / जानकारी
11	Inherent requirement	Basic requirement of a job without which the task cannot be performed satisfactorily. In identifying the inherent requirements of a job, one must look at the characteristic or requirement of that job as opposed to those requirements that are peripheral.	नैसर्गिक/अन्तर्निहित आवश्यकता
12	Insulting		होच्याउने / अपमानजनक
13	Integration		समाविष्ट /सङ्गठन/एकीकरण
14	Intent		नियत
15	Interview		अन्तर्वार्ता
16	Intimidated		त्रसित / तर्सीएको
17	Intimidating work environment		त्रासपूर्ण काम गर्ने वातावरण
18	Investigation		अनुसन्धान / छानविन
19	Islam		ईस्लाम

J

1	Jurisdiction		कानूनी अधिकार / अख्तियार / क्षेत्राधिकार
2	Justifiable/Justified		यथोचित / जायज

K

1	Knowledge		ज्ञान
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L

1	Labelling	Using a word or a short phrase to briefly describe someone or something. People are often labelled as having certain characteristics, e.g. weak, lazy, dishonest, etc. These labels obscure all other thinking about the person.	लेबल गर्ने / नाम राख्ने
2	Language		भाषा
3	Lawful		जायज / कानुनसंगत/ कानूनी रुपमा / वैध
4	Lawyer		वकिल
5	Legal		कानूनी
6	Legal assistance	If a case is not settled through conciliation, an aggrieved party may apply to the EOC for assistance to pursue legal proceedings. Legal assistance offered by the EOC may include giving legal advice about the strengths and weaknesses of the case, arranging for EOC lawyers to act as legal representative, and arranging for either EOC lawyers or external lawyers to appear on plaintiff's behalf in court if legal proceedings are commenced.	कानूनी सहायता
7	Legal obligation (s)		कानूनी बाध्याता (हरु)
8	Less favourable treatment		कम अनुकूल व्यवहार
9	Liability		दायित्व

M

1	Malfunction, malformation or disfigurement of a part of the person's body		व्यक्तिको शरिरको भाग राम्रोसंग नचल्ने, विकृति आउने वा कुरूप हुने अवस्था
2	Marital status		वैवाहिक स्थिति
3	Marital status discrimination	Discriminating a person on the ground of their marital status.	वैवाहिक स्थिति भेदभाव
4	Maternity leave		सुत्केरी विदा
5	Meeting		बैठक
6	Micro affirmation		सूक्ष्म अभिपुष्टि/समर्थन/पुष्टिकरण
7	Micro aggression		सूक्ष्म आक्रामकता
8	Minority		अल्पसंख्यक/अल्पमत
9	Monetary		मुद्रासम्बन्धि / आर्थिक
10	Monetary settlement		आर्थिक सम्झौता / फछ्योट
11	Monitoring		अनुगमन
12	Mosque		मस्जिद
13	Motive and intention not relevant (DDO & RDO)	In anti-discrimination cases, it does not matter whether the discriminator intended to commit an act of discrimination. It can be an unintended result of a decision or an action.	उद्देश्य र आशय सान्दर्भिक नभएको
14	Muslim		मुस्लिम/ मुसल्मान

N

1	National origin	National origin includes nation that no longer exists or a nation that was never a nation state in the modern sense.	मुलुकी उत्पत्ति / राष्ट्रिय मूल
2	Near relative	Relative by blood, affinity or marriage. These include spouse, child (including out of wedlock, adopted or step), siblings (either full blood or half blood), parents, grandparents grandchildren, in-laws (father-in-law, mother-in-law, brother-in-law and sister-in-law), uncle, aunt, nephew and niece.	नजिकाको नातेदार / निकटतम आफन्त
3	Non-Chinese speaking students		गैर-चिनिया भाषा बोल्ने विद्यार्थीहरु

4	Notice		सूचना (noun)
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O

1	Objective		उद्देश्य
2	Offended		अपमानित/ आहत
3	Ordinance		अध्यादेश
4	Overseas employees		विदेशमा रहेका कामदारहरु

P

1	Partners		साझेदारहरु
2	Past disability	A disability that existed in the past.	विगतको अपाङ्गता
3	Person with disability		अपाङ्गता भएको व्यक्ति
4	Personal data		व्यक्तिगत डाटा/ तथ्यांक
5	Personal liability	Liable for own discriminatory acts or harassment (Individuals or organisations).	व्यक्तिगत दायित्व
6	Plaintiff		वादी
7	Policy		नीति
8	Positive action		सकारात्मक कार्य
9	Possible outcome		सम्भाव्य/ सम्भावित परिणाम
10	Practice		अभ्यास
11	Pregnancy		गर्भवती अवस्था
12	Pregnancy discrimination	Treating a woman less favourably because of her pregnancy.	गर्भवती अवस्थामा भेदभाव
13	Prejudice	Ideas we hold about others who are different from us. It is about the negative assumptions and prejudgments we might make about them.	पूर्वाग्रह
14	Presence of organisms causing disease or illness		रोग वा बिरामी निम्त्याउने जीवहरूको उपस्थिति
15	Principal's liability	Liable for authorised discriminatory acts done by an agent.	प्रमुखको दायित्व
16	Prior information		पूर्वसूचना/ पूर्वजानकारी

17	Privacy		गोपनीयता
18	Procedure		विधि
19	Prohibit		मनाही /निषेध
20	Promote		बढाउनु /प्रवर्धन/ प्रोत्सान गर्नु
21	Promotion		बढुवा/ पदोन्नति
22	Protection		संरक्षण / सुरक्षा
23	Provision of goods, services and facilities		वस्तु, सेवा तथा सुविधाको प्रवधान
24	Public consultation		सार्वजनिक परामर्श
25	Pupilage		शिष्यता

Q

1	Quran		कुरान
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R

1	Race	Race, colour, descent, national or ethnic origin of a person.	जाति
2	Race discrimination	Treating people less favourably on the ground of their race.	जाति भेदभाव
3	Race Discrimination Ordinance (RDO)	Anti-discrimination ordinance enacted in July 2008 to protect people against discrimination, harassment and vilification on the ground of race.	जाति भेदभाव अध्यादेश
5	Racial group	Group of persons identified by reference to race, colour, descent, national or ethnic origin.	जातीय समुह
6	Racial harassment	Engaging in an unwelcome, abusive, insulting or offensive behaviour because of another person's or his/her near relative's race, which makes him feel threatened, humiliated or embarrassed.	जातीय उत्पिडन
7	Racial Inclusion		जातीय समावेशन/समावेशीकरण
8	Racial minority		जातीय अल्पसंख्यक
9	Racially hostile environment		जातीय रुपमा प्रतिकुल वातावरण

10	Reasonable & practicable steps		विवेकसंगत तथा व्यावहारिक कदमहरू
11	Reasonable accommodation	Taking extra measures such as change in work procedures, rules or duty hours to enable persons with disability to enjoy equal employment opportunities.	विवेकसंगत/तर्कसंगत समावेशिकरण
12	Reasonable person test	Taking an objective view of incidents to check whether a reasonable person in similar or like circumstances would find the behaviour offensive, humiliating or intimidating to assess harassment.	विवेकसंगत/तर्कसंगत व्यक्ति जाँच
13	Record		अभिलेख
14	Redundancy		अतिरिक्त/ अनावश्यक
15	Register		दर्ता
16	Reinstatement		पूनस्थापना/ बहाल गर्नु
17	Relationship of affinity	Relationship created by marriage.	सामीप्यको नाता
18	Relationship of marriage	Relationship of husband and wife who are lawfully married.	विवाहको नाता
19	Relevant		सान्दर्भिक
20	Religion		धर्म
21	Represent		प्रतिनिधित्व
22	Representative	A person authorized by the complainant to represent his/her case.	प्रतिनिधि
23	Request		अनुरोध/ निवेदन
24	Requirement		आवश्यकता
25	Research		अनुसन्धान
26	Resolve		समाधान
27	Respondent		जवफदेही पक्ष / विपक्ष
28	Result		परिणाम
29	Review		समिक्षा
30	Rewards (as in company reward)		पुरस्कारहरू (कम्पनी पुरस्कार जस्तो)
31	Rights and responsibilities		अधिकार र जिम्मेवारीहरू
32	Rule		नियम

S

1	Safety		सुरक्षा
2	Self-rejection	Problems and low level of self-acceptance which may result in emotional or psychological stress.	आत्म-तिरस्कार
3	Service provider		सेवा प्रदायक
4	Settlement terms	Terms under which the parties in dispute agree to resolve a case. Once signed by the parties, it becomes a contract and is legally binding. Settlement terms depend on the circumstances of the dispute and is generally a reversal of the situation that led to the complaint. Example, re-employment or reinstatement in previous position, promotion, transfer or training opportunity, a letter of apology, enactment of equal opportunities policies, financial settlement, and construction of physical access, etc.	समझौताका सर्तहरू
5	Sex		लिङ्ग
6	Sex discrimination	Treating people less favourably on the ground of their sex.	लिङ्ग भेदभाव
7	Sex Discrimination Ordinance (SDO)	Anti-discrimination law passed in 1995 which makes sexual harassment and discrimination on the ground of sex, marital status and pregnancy unlawful.	लिङ्ग भेदभाव अध्यादेश (SDO)
8	Sexual harassment	Engaging in an unwelcome conduct of a sexual nature in which a reasonable person would anticipate that the subject of attention would be offended, humiliated or intimidated.	यौनिक उत्पिडन
9	Sexual nature		यौनजन्य प्रकृति
10	Sexually hostile working environment		यौनजन्य रुपमा प्रतिकूल काम गर्ने वातावरण
11	Short listing		प्रारम्भिक छनौट
12	Sikhism		सिख धर्म
13	Skills		सीप
14	Special		विशेष
15	Special measures		विशेष उपायहरू
16	Statutory body		वैधानिक निकाय

17	Stereotype	Stereotyping is a belief that just because people are members of a particular visible group, they must all have particular traits, which one believes are common to that group. These Beliefs are rigid, over-simplified, and over-generalised.	स्टेरियोटाइप/ रुढीवादी तरीकाले हेर्ने
18	Subjective		विषयगत
19	Supervisor		सुपरभाईजर/ पर्यवेक्षक
20	Synagogue		सिनेगग

T

1	Temple		मन्दिर
2	Tenancy		बहाली
3	Terminate		बर्खास्त
4	The Commission		आयोग
5	Total or partial loss of person's bodily or mental functions		व्यक्तिको शारिरीक वा मानसिक संचालनको पूर्ण वा आंशिक क्षति
6	Total or partial loss of the body		शरिरको पूर्ण वा आंशिक क्षति
7	Tradition		परम्परा
8	Training		तालिम
9	Training for skills to be used outside Hong Kong		हङकङ बाहिर प्रयोगको लागि सीपमुलक तालिम
10	Transfer		सरुवा/स्थानान्तरण
11	Turban		फेटा /पगडी

U

1	Unconscious bias		बिना सोचिसम्झिकन पुर्वाग्रह
2	Unfair effect		प्रतिकूल असर
3	Unjustifiable		अनुचित

4	Unjustifiable hardship	Difficulty in making accommodations for people with disability or of different race due to lack of resources or limited infrastructure.	अनुचित कष्ट/ दुःख
5	Unlawful		गैरकानूनी / अवैधानिक
6	Unwelcome conduct	A conduct which any reasonable person would think is offending, humiliating or intimidating. It can be verbal, visual or written.	अवाञ्छनिय आचरण
7	Updated		संसोधित / अद्यावधिक गरियो

V

1	Vacancy		रिक्तस्थान
2	Validity		वैधता
3	Vicarious liability	Employers are liable for their employees' actions in the course of their employment.	अधिकार सुम्पेको दायित्व / प्रतिनिधिक दायित्व
4	Victim		पिडित
5	Victimisation		पिडित बनाइएको
6	Vilification		अपमानित / मानहानी
7	Visual impairment		दृष्टि सम्बन्धी समस्या
8	Vocational Training		व्यावसायिक तालिम
9	Voluntary		स्वैच्छिक

W

1	Witness		साक्षी
2	Work procedures		कार्य पद्धतिहरू
3	Work wholly or mainly outside Hong Kong		पूर्णरूपमा वा प्रायः हङकङ बाहिर काम गर्ने
4	Workers		कामदारहरू
5	Workplace		कार्यस्थल/ कार्यालय
6	Workplace Participant		कार्यस्थल सहभागी

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