



WHO IS QUALIFIED?



Scan to review worksheet

Expono code:
1A5X-P1LE-713X



1 Warm up

Look at the image and discuss the questions below in pairs or small groups.

1. What does discrimination mean? What are the reasons that someone might be discriminated against?
2. What is bias? Do you think everyone is biased in some way? Why or why not?
3. A father and son are in a car accident. The father dies and the son is taken to the hospital for surgery. The surgeon says, "I can't operate on this boy! He's my son". How is this possible?

2 Focus on vocabulary

Part A: Match the vocabulary to the definitions.

- | | |
|----------------------------|--|
| 1. equal opportunities (n) | a. a way of pronouncing the words of a language that shows which country, area or social class a person comes from; how well somebody pronounces a particular language |
| 2. arise (v) | b. move from one city or country to live and work in another |
| 3. ethnic (adj.) | c. the right to be treated equally, regardless of religion, sex, age, race, etc. |
| 4. origin (n) | d. the ability to do something well because of training or practice |
| 5. accent (n) | e. a person's social or family background |
| 6. proficiency (n) | f. connected with or belonging to a group of people that share the same cultural tradition |
| 7. migrate (v) | g. happen, to start |

**Part B: Now complete the following sentences with a word from Part A.**

1. Many problems may _____ if employers do not follow the correct procedure and choose careful wording for the job advertisement.
2. Her _____ in English is not very good. She made many mistakes in simple vocabulary and grammar.
3. You cannot discriminate against someone based on their national _____ because people do not choose to be born in a specific country.
4. He speaks English with almost no _____. I thought he was from the UK, but he only moved to London when he was 20.
5. Our company believes in _____ for all, and we will hire anyone if they have the required experience.
6. Although it may be challenging, many people _____ for better job opportunities.
7. It is not acceptable to tell _____ jokes in this office, and you should think about whether such jokes are acceptable at all.

3**Listening for specific information**

You will hear an interview about different types of discrimination. Check all the types of discrimination mentioned in the audio.



- | | |
|--|-------------------------------------|
| <input type="checkbox"/> age | <input type="checkbox"/> race |
| <input type="checkbox"/> gender | <input type="checkbox"/> disability |
| <input type="checkbox"/> ethnic origin | <input type="checkbox"/> LGBTQ+ |
| <input type="checkbox"/> first/native language | <input type="checkbox"/> religion |





4 Listening comprehension

Listen to the interview again and decide if the sentences based on the legal expert's information are true or false.

1. Only countries in Europe and North America have laws against discrimination. _____
2. Gender discrimination cases are the most common kind of case the expert firm handles. _____
3. Legal cases can involve more than one type of discrimination. _____
4. People's accents are a way to tell where someone may be from. _____
5. There are more than 24 languages spoken in the EU, but only 24 official languages. _____
6. Employers discriminate against people from other countries because they don't speak the language well enough to work for their companies. _____
7. Most of the work the expert's firm does is with people who have been discriminated against because of their national origin and language. _____

5 Grammar – used to and simple past

We can use both the simple past and used to talk about the past. Read the examples. How are the meanings of the sentences different?

- Carlos **read** legal journals at the weekend.
- Carlos **used to read** legal journals at the weekend.

In the first sentence, we know that Carlos did this one time. In the second sentence, we know this was a past habit, but Carlos doesn't do this any longer.

Now look at these sentences:

- The school **didn't discriminate** against teachers who were not native speakers.
- The school **didn't use to discriminate** against teachers who were not native speakers.

In these sentences, the meaning is quite different. In the first sentence, we know there was no discrimination in the past, but we have no way of knowing if this is still the case. In the second sentence, we know the school's behaviour has changed. They didn't discriminate in the past, but they do now.

However, in some situations, the meaning is quite similar. Look at these sentences:



- People **didn't use to move** as frequently as they do now.
- People **didn't move** as frequently as they do now.

Notice the form of used to / didn't use to:

1. used to + verb / didn't use to + verb
2. used to discriminate / didn't use to discriminate

Part B: Read the sentences. Complete the sentences with the simple past or used to and the verb in parentheses. In some sentences, both are possible.

1. She _____ (advocate) for equal treatment of all people, and she is willing to help anyone who has been discriminated against.
2. He _____ (not / write) well, but he's very good at it now.
3. She _____ (be) very interested in intellectual property law, so she became a patent attorney.
4. I _____ (not / understand) the judge's ruling. Could you explain it to me, please?
5. They _____ (have) a bias against non-native speakers, but now they hire them for important jobs all the time.
6. The company _____ (bargain) in good faith, but the managers who work for them now are not as honest.



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Legal vocabulary

Part A: Complete the chart with the correct forms for the different parts of speech.



verb	noun	adjective
(1) _____	denial/denying	X
assess	(2) _____	assessed
(3) _____	discrimination	(4) _____
adapt	(5) _____	(6) _____

Part B: Read and complete the paragraph with words from the table above.

My _____¹ of the situation is that there was _____² behaviour on the part of the defendant. Although the defendant may _____³ that his behaviour is unacceptable because of his business interests, others in his field have _____⁴ their practices to avoid _____⁵.

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Scanning for specific information

You are going to read an article about the needed qualifications to teach English. First, read the first paragraph very quickly. What is the requirement to be a teacher at *Inlingua*? Complete the paragraph.

Inlingua only hires _____¹, which means all of their teachers must speak English as their _____². The teachers' other _____³ are not as important to the school.



Speaking of discrimination ...

Who's qualified to teach English?

1. Rachel Tsateri applied for a job with an *Inlingua* language school in Germany. The Swiss-brand school has over 50 licensees in that country. Despite Rachel's qualifications and over seven years of experience in teaching English, she was not even granted an interview. The email she received said, "We are only allowed to hire native speaker(s). I am so sorry as your CV is really interesting." Rachel's first language is Greek.
2. Rachel responded to the original email, pointing out that hiring only native speakers is discrimination. The employee answered, "I will not discuss ... discrimination. To work with native speakers is part of our method and our head office will surely explain that to you." The *Inlingua* head office in Switzerland never responded to Rachel's request for an explanation.
3. Because she was working part-time and studying, Rachel was reluctant to sue the *Inlingua* school. However, she posted about her experience on social media, and many other teachers came forward to support her. They advised her to contact both the TEFL Workers' Union and the Federal Anti-Discrimination Agency in Germany. Both organisations confirmed what Rachel knew: denying work based on a candidate's first language is indeed discriminatory. She decided to hire a lawyer.
4. In the European Union, it is illegal to discriminate on the basis of "... race, colour, ethnic or social origin...language, religion or belief". The lawyer pointed out that, because *Inlingua* never interviewed Rachel, they could not assess or even comment upon her language ability or accent. Simply put, their actions were not justifiable because they were denying her a chance based only on her background.
5. In the meantime, the German school responded to her social media posts, writing, "Dear Rachel, we are sorry that you feel that you have not been treated fairly". They claimed that hiring only native speakers is part of their 'method' and a unique selling point.
6. The *Inlingua* school also shared their bias toward native speakers on their website, saying that "(our method) is successful and effective because the training is done by native speakers". The head of *Inlingua*, Jurg Heiniger, confirmed that, "It has been a quality feature of *Inlingua* for decades that the *Inlingua* schools primarily work with native speakers". However, he also emphasised, "We are aware that being a native speaker cannot be a condition for employment in several countries, so we adapted the licence contract with the *Inlingua* licensees more than 15 years ago and changed to the expression 'mother tongue proficiency'". Although the company, which has licenses in 36 countries, used to require native speaker teachers, it now never enforces the use of native-speaker teachers in places where it is illegal to employ people on the basis of their first language. "Our licensees are aware of this and the case you are referring to is, as far as I know, an isolated incident".
7. Germany's highest labour court decided in 2017 that the term native speaker is discriminatory as it indirectly relates to somebody's ethnic origin. The European Commission also stated as early as 2002 that using the term native speaker is unacceptable in employment ads. German teaching associations and even UK-based language teaching associations have barred its use. If schools want to focus on language ability, they now use language such as mother-tongue proficiency as a requirement for employment.
8. At Rachel's hearing, there was very little the attorney for the school could say given the evidence. As a result, *Inlingua* agreed to pay damages to Rachel in the amount of €3000, which is equal to two full-time salaries.

Sources: [TEFL.wordpress.com](https://www.tefl.wordpress.com), [elgazette.com](https://www.elgazette.com)



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Finding vocabulary

Scan the article and find words or phrases which mean the same as the following.

- a. _____ people or companies that have an official document giving permission to make something or to use something (n, para. 1)
- b. _____ offered help (v, para. 3)
- c. _____ very special or unusual (adj., para. 5)
- d. _____ happening one time (adj., para. 6)
- e. _____ something that happens, especially something unusual or unpleasant (n, para. 6)
- f. _____ an amount of money that a court decides should be paid to somebody by the person, company, etc. that has caused them harm or injury (n, para. 8)

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Reading comprehension

Read the sentences and choose the best option from a-d.

1. Rachel was not invited for an interview at the school because ...
 - a. she didn't have enough teaching experience or qualifications to teach in Germany.
 - b. she had only taught English in Greece and had never taught at *Inlingua* or in Germany before.
 - c. the school thought she didn't speak English well enough to teach their students.
 - d. the school doesn't hire English teachers who are native speakers of Greek.
2. When Rachel emailed the head office in Switzerland to get more information about the school's position on hiring her ...
 - a. they refused to talk about discrimination.
 - b. no one answered her email.
 - c. they recommended that she find a lawyer.
 - d. someone told her to check her social media accounts.
3. The German school told Rachel that ...
 - a. native speaker teachers are usually better at teaching English.
 - b. native speaker teachers are part of their marketing to attract students.
 - c. the students were not happy with teachers who were not native speakers.
 - d. it's not their problem that she isn't qualified to teach at their school.



4. Although *Inlingua*'s CEO says their schools no longer require teachers to be native speakers,
 - a. they used to only hire native speakers.
 - b. many of their licensees still discriminate.
 - c. the head office hasn't made this clear to their licensees.
 - d. they only changed the language in their contracts a couple of years ago.
5. One reason why the term *native speaker* has been ruled discriminatory is that ...
 - a. it used to be common in employment ads.
 - b. many people migrate to different countries to work.
 - c. it is connected to someone's ethnic origin.
 - d. teaching associations have barred its use.
6. The term *mother-tongue proficiency* is ...
 - a. acceptable in employment ads for teachers.
 - b. discriminatory and not acceptable.
 - c. part of all contracts to teach in the UK and Germany.
 - d. an inappropriate way to refer to someone's language ability.

10**Talking points**

Work in pairs and answer the questions.

1. Do you think native speakers are usually better English teachers than non-native English speakers? Why or why not?
2. Do you think this case will stop schools from discriminating against teachers who aren't native speakers? Why or why not? Do you think the school can still discriminate against teachers who aren't native speakers of English? How so?

11**Optional activity / homework**

Writing: choose one question and write a paragraph (200 words). Ensure that you check your grammar, spelling and punctuation.

1. Are there ever situations when it is fair to discriminate against someone? Why or why not?
2. Why do people develop biases for or against certain groups? How can they get over these biases?