



Obesity Care Week

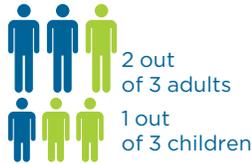
March 1st - 7th, 2020

WHY DOES WEIGHT BIAS MATTER?

93 Million Americans

AFFECTED BY OBESITY

In the United States, it is estimated that 93 million Americans are affected by obesity. It affects one out of three children and two out of three adults, meaning fat-shaming affects millions of individuals of every age throughout the Nation.



DID YOU KNOW?

1. In only 10 years, there was a 66 percent increase in reports of weight discrimination.¹
2. Weight discrimination is the second most common form of discrimination reported by women, and is comparable to rates of racial discrimination.²
3. More than half of people with excess weight report having been stigmatized by coworkers.³
4. Children with excess weight are six times more likely to experience bullying than thinner peers.⁴
5. Far from improving health outcomes, weight bias can also lead to higher blood pressure and an overall poorer quality of life.⁵ With millions of adults and children's lives at risk, it's time to work together to change how we talk, think and act about weight.

A CAREER with WEIGHT BIAS

"Appearance, especially weight, has a lot to do with advancing. I have been normal size and have advanced. But since I have been heavy, no one wants me. I have a high IQ and my productivity is extremely high, but no one cares."

—Employee⁶

TIPPING THE PAY SCALES

More than half (54 percent) of people with excess weight report experiencing stigma by coworkers.⁷ In addition to being viewed as lazy, less competent and lacking in self-discipline, individuals with excess weight or obesity are paid less on the job.⁸

People with excess weight earn less than thinner people in comparable positions and receive fewer promotions.⁹

Individuals with excess weight can be fired, suspended or demoted because of their weight, despite demonstrating good job performance and even though weight is unrelated to their job responsibilities.¹⁰

Some companies also regularly charge employees more for health insurance unless they meet standards for weight, cholesterol and blood pressure.



WOMEN'S WAGE GAP



Women who are affected by obesity tend to earn salaries that are six percent lower than thinner women (for the same work performed).¹¹

Female job applicants who are affected by excess weight are less likely than male applicants to be recommended for hiring.¹²

More than one-quarter of women report weight-based employment discrimination.¹³

Employees are protected from discrimination based on race, religion, gender and many other classifications - but are not protected from workplace discrimination based on weight.

Sign-up for OCW Alerts to learn how you can get involved!

ObesityCareWeek.org/ocw-alerts

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