



We Come in All Sizes...



Facts on SIZE DISCRIMINATION

Size discrimination is as prevalent as racial discrimination.

[Puhl et al 2008]



Fat Americans face discrimination daily. They are denied access and opportunities in the workplace, in health care and in education. Scientific models are used to minimize the individual to a number on a scale or a percent on a BMI chart. A fat American no longer owns their own body, it is a commodity to be ridiculed, marginalized, a cost to be cut. An American citizen is more than a BMI! Size discrimination touches all races, genders & socioeconomic levels. As America battles for freedom & equality around the globe, it makes no sense that a second class of citizen is being created here at home. It is said that Obesity is a cost that is dragging our nation down, then what is the cost of size discrimination? What will its impact be on our nation's future?

NAAFA was established in 1969 as a non-profit civil rights organization dedicated to ending size discrimination in all of its forms. NAAFA's goal is to help build a society in which people of every size are accepted with dignity and equality in all aspects of life. NAAFA pursues this goal through advocacy, public education, and support. We are a resource to anyone interested in eliminating size discrimination. To learn more about NAAFA visit www.naafa.org.

- **50%+** increase in size discrimination between **1996-2006**.

[Puhl et al 2008]

- **60%+** of Americans are considered fat, yet there is no federal laws in place to ensure equitable treatment.

[<http://www.cdc.gov/nchs/fastats/overwt.htm>]

- **4th** most prevalent form of discrimination.

[MIDUS, 1995-1996]

- Only **Michigan** and **6** cities (**Santa Cruz & San Francisco** in California, **Madison, WI, Urbana, IL, Washington, DC** and **Binghamton, NY**) have laws protecting against weight discrimination.

Laws protecting against weight discrimination



NAAFA FACTS ON SIZE DISCRIMINATION



Despite good job performance, fat people can be terminated or suspended because of their weight.

(Rothblum et al 1990)



WORKPLACE SIZE DISCRIMINATION

- Fat people can be **terminated or suspended because of their weight**, despite good job performance. (Rothblum et al 1990)
- **Weight/height discrimination is as prevalent** as **rates of racial discrimination** reported a recent Yale study especially among women. (Puhl et al 2008)
- **Up to 6% less** earnings than thin people in comparable positions and fat women suffer more than fat men. (Baum et al 2004)
- Fat people get **fewer** promotions. (Loh, 1993)

EDUCATION SIZE DISCRIMINATION

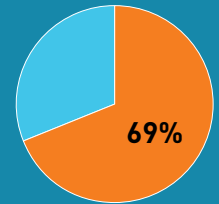
- **1 of 3 children** has experienced weight bias from a teacher. (Rudd Report 2008)
- **2 of every 3 children** has experienced it from a classmate. (Rudd Report 2008)
- Fat students are **significantly less likely to be accepted** for admissions to college despite comparable academic performance. (Canning 1966)
- Teachers have a **lower expectation for fat students** in comparison to thinner students. (O'Brien et al 2007)
- **Negative attitudes** start in preschool and progress as students age. (Turnbull et al 2000)

THE SOLUTION: LEGISLATION AND EDUCATION TO ENSURE SIZE EQUALITY

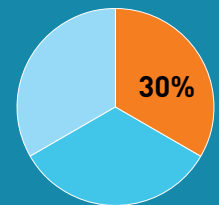
NAAFA urges that policy and legislation be put in place to protect the rights of all its citizens independent of the size of their bodies. No American is a second class citizen!

NAAFA recommends that educational curricula be leveraged for the legal, medical, human resource and academic communities to end size discrimination. NAAFA's Size Diversity Toolkit, could serve as a foundation for this initiative.

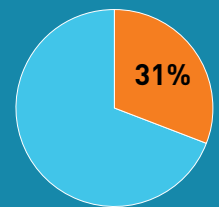
HEALTH CARE SIZE DISCRIMINATION



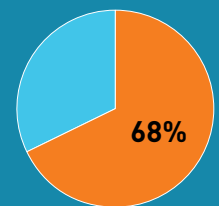
69% report having been stigmatized by doctors & **52%** experienced bias on more than one occasion. In a survey of 2449 fat people, more than **2 out 3** fat people were stigmatized by doctors. (Puhl 2006)



1 out 3 doctors in a study of 400 doctors, listed obesity and associated obesity with noncompliance, hostility, dishonesty and poor hygiene. (Klein D. et al 1982)



31% of Nurses in one study say they would prefer not to treat a fat patient. (Maroney et al, 1992)



68% from a study of almost 500 fat women reported delay in seeking care because of their weight & **85%** reported weight was a barrier to receiving appropriate health care.

(Amy et al 2006)