



## The Equality Act 2010

### WHAT IS IT?

The Equality Act 2010 came into force on 1 October 2010 and replaced all previous anti-discrimination legislation. It covers exactly the same groups of individuals protected by the previous legislation. However, the headings of age, disability, gender reassignment, marriage & civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation are now known as 'protected characteristics'.

The Act also extends some of these protections to characteristics not previously covered by equality legislation.

### TYPES OF DISCRIMINATION

There are a number of different types of discrimination under the legislation:

- **Direct discrimination**

Where you are treated less favourably than another person because of a protected characteristic.

- **Associative discrimination**

This is direct discrimination against someone who is associated with another person who possesses a protected characteristic.

- **Discrimination by perception**

Direct discrimination against someone because others think they possess a protected characteristic, whether they do or not.

- **Indirect discrimination**

This can occur when you have a rule or policy that applies to everyone but disadvantages a person with a particular protected characteristic.

If you have experienced discrimination, contact EQUIP for free, impartial advice and support:

**Phone Number**

0330 135 6606

**E-mail Address**

[advice@equipequality.org.uk](mailto:advice@equipequality.org.uk)

**Website**

[www.equipequality.org.uk](http://www.equipequality.org.uk)





## The Equality Act 2010

- **Making or telling someone to discriminate**

It is illegal to make someone discriminate against, harass or victimise a certain individual or group.

- **Duty to make reasonable adjustments for disabled people**

There is a duty on employers and providers of education, housing and other services to make reasonable adjustments to allow disabled users to access premises and services.

- **Harassment**

Harassment is when a person is conveying unwanted behaviour to someone else with a protected characteristic to violate another person's dignity and create a degrading environment for that person. For example, someone spreading untrue rumours about a colleague in the workplace.

- **Victimisation**

If you're treated badly because you complain about discrimination or you help someone who has been discriminated against, this is called victimisation.

### HOW AM I PROTECTED?

The Act covers everyone in the UK who has experienced discrimination in the following areas:

Accessing Services

Education

Employment

Health

Housing

The Criminal Justice System

There are a number of organisations who can support you if you have experienced discrimination, such as EQulP.

If you have experienced discrimination, contact EQulP for free, impartial advice and support:

**Phone Number**

0330 135 6606

**Website**

[www.equipequality.org.uk](http://www.equipequality.org.uk)

**E-mail Address**

[advice@equipequality.org.uk](mailto:advice@equipequality.org.uk)

