



Marriage and Civil Partnership - Protected Characteristic

MARRIAGE AND CIVIL PARTNERSHIP

What is Marriage and Civil Partnership Discrimination?

Marriage and Civil Partnership Discrimination is when you are treated differently at work because you are married or in a civil partnership.

What the Equality Act says about Marriage and Civil Partnership Discrimination

The Equality Act says you must not be discriminated against in employment because you are married or in a civil partnership.

In the Equality Act marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage and civil partnership can either be between a man and a woman, or between partners of the same sex.

People do not have this characteristic if they are:

- single
- living with someone as a couple neither married nor civil partners
- engaged to be married but not married
- divorced or a person whose civil partnership has been dissolved.

Circumstances when being treated differently due to marriage or civil partnership is lawful

The Equality Act only protects you from discrimination at work because you are married or in a civil partnership.

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

Website
www.equipequality.org.uk





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In some specified circumstances an employer can refuse to employ you because you are married or in a civil partnership if the work is for the purposes of an organised religion, for example as a Catholic priest.

The harassment provisions that relate to other protected characteristics do not apply to marriage or civil partnership. However, if you are subjected to hostile, intimidating, humiliating, degrading or offensive treatment because you are married or a civil partner you could bring a claim for direct discrimination, if you can show that you have been treated worse than others who are not married or in a civil partnership.

Alternatively, you may be able to bring a claim for sexual orientation harassment.

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