

There are several types of discrimination that can occur and the law provides some protection against the following types of discrimination.

Grounds of discrimination
Sex
Race
Religion or belief
Sexual orientation
Disability
Age
Transgender

The rules relating to each of these grounds are very similar but they are NOT identical and disability discrimination should be considered quite separately as the laws are different from the others.

**You are protected against discrimination in the following places:** School, college, university, when using public services (For example, at the doctors or on a bus), in shops and at work.

The protection you are afforded at work begins in the recruitment stage and runs right through to after you have left.

#### Recruitment:

- The employer must not discriminate in the arrangements he makes for the purposes of determining who should be offered employment.
- The employer must not discriminate in the terms on which he offers employment and
- The employer must not discriminate by deliberately refusing or omitting to offer the job based on one of the grounds.

#### Promotion and dismissal:

- The employer must not discriminate in the way he affords an employee to access opportunities for promotion, transfer or training or to any other benefits, facilities or services.
- The employer must not discriminate by dismissing an employee or subjecting him to a detriment.

#### Post employment:

- It is unlawful to discriminate against the former employee by subjecting them to a detriment or harassment where the discrimination arises out of and is closely connected to the former relationship.

The motive of the employer is irrelevant it is enough to show that discrimination exists.

Type of discrimination	How is it determined?
Direct	When someone is treated less favourably than others in the same circumstances.
Indirect	When someone puts in place rules that apply to everyone, but put an individual or a group at an unfair disadvantage because of the protected characteristic
Harrassment	When an individual or group is subjected to unwanted conduct that violates dignity, creates an intimidating, hostile, degrading, humiliating or offensive environment.
Victimisation	When an individual or group is treated less favourably than someone else because the individual or group has made a complaint about discrimination, or supported someone else who has.

### What do you do if you believe you have been discriminated against?

First, you should complain directly to the person who subjected you to discrimination. Normally a well drafted letter to an individual or a company's complaint department will suffice.

Second, if you do not receive an acceptable response you can use an alternative dispute resolution service, CAB or a solicitor to assist you.

Third, if an amicable settlement cannot be reached you can make a claim to court. In order to do this you should seek the advice of a solicitor.

For more information please contact us on 0800 999 8880 , visit the EHRC website <http://www.equalityhumanrights.com>, or visit

[http://www.direct.gov.uk/en/Governmentcitizensandrights/Yourrightsandresponsibilities/DG\\_10014458](http://www.direct.gov.uk/en/Governmentcitizensandrights/Yourrightsandresponsibilities/DG_10014458)