

# Raising The Game on Disability

## HO 03.01 – What's New, What's Changed: at a Glance

### Equality Act 2010



### What's new & what's changed: at a glance

#### Key

Characteristic covered in existing legislation – <b>no changes</b>	
Characteristic covered in existing legislation – but some <b>changes</b>	
Characteristic not covered in existing legislation – <b>now covered</b>	
Characteristic not covered in existing legislation – still <b>not covered</b>	

	Age	Disability	Gender Reassignment	Race	Religion or Belief	Sex	Sexual Orientation	Marriage & Civil Partnership	Pregnancy & Maternity
<b>Direct discrimination</b> Someone is treated less favourably than another person because of a protected characteristic (PC)									
<b>Associative discrimination</b> Direct discrimination against someone because they associate with another person who possesses a PC									
<b>Discrimination by perception</b> Direct discrimination against someone because the others think they possess a particular PC									
<b>Indirect discrimination</b> Can occur when you have a rule or policy that applies to everyone but disadvantages a particular PC									
<b>Harassment</b> Employees can now complain of behaviour they find offensive even if it is not directed at them									
<b>Harassment by a third party</b> Employers are potentially liable for harassment of their staff by people they don't employ									
<b>Victimisation</b> Someone is treated badly because they have made/ supported a complaint or grievance under the Act									