

# 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									
acas									
Key									
Characteristic covered in existing legislation – <b>no changes</b>									
Characteristic covered in existing legislation – but some <b>changes</b>	Changes								
Characteristic not covered in existing legislation – <b>now covered</b>	New								
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	New	New	New			New			
<b>Discrimination by perception</b> Direct discrimination against someone because the others think they possess a particular PC		New	New			New			
<b>Indirect discrimination</b> Can occur when you have a rule or policy that applies to everyone but disadvantages a particular PC		New	New						
<b>Harassment</b> Employees can now complain of behaviour they find offensive even if it is not directed at them	Changes	Changes	Changes	Changes	Changes		Changes		
<b>Harassment by a third party</b> Employers are potentially liable for harassment of their staff by people they don't employ	New	New	New	New	New		New		
<b>Victimisation</b> Someone is treated badly because they have made/ supported a complaint or grievance under the Act	Changes	Changes	Changes	Changes	Changes	Changes	Changes	Changes	Changes