



## Discrimination, Protected Characteristics and Harassment

It is unlawful to discriminate against people at work, discrimination means treating one person worse than another because of a [protected characteristic](#);

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

What is unlawful discrimination? Unlawful discrimination can take a number of different forms;

Treating one person worse than another because of a protected characteristic (known as direct discrimination). Or putting in place a rule or policy or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified (known as indirect discrimination).

Harassment includes unwanted conduct related to a protected characteristic which has the purpose or effect of violating someone's dignity or which creates a hostile, degrading, humiliating or offensive environment for someone with a protected characteristic.

Victimisation is treating someone unfavourably because they have taken (or might be taking) action under the Equality Act or supporting somebody who is doing so.

You must not treat a person worse because of one or more of their protected characteristics, this is called direct discrimination.

Examples of direct discrimination:

- A shop will not serve someone because of their ethnic origin. where the same service is provided.
- A woman is told she didn't get the job because she was too old.
- A job advertisement saying: Single, white male.