

## **Factsheet C5: Ensuring you don't discriminate**

It is against the law to discriminate. Discrimination can occur in two ways:

### Direct Discrimination

Treating somebody unfavourably because of any of the below, disregarding their ability to do the job; for example, not employing a woman for a job because she is married.

### Indirect Discrimination

This occurs when a condition or requirement is applied to a job which cannot be justified. It can cause a disadvantage to people because it is harder to comply with; for example, requiring a person to be over 5'8" tall as they need to reach something on a high shelf. This would mean less women were able to meet the requirement than men and the condition is unjustifiable as a person under 5'8" could use a stepladder.

If you have any worries about discrimination you can call the Information, Advice and Support service at Equal Lives, or for further advice go to [www.gov.uk](http://www.gov.uk)



It is against the law to discriminate against someone based on:

- Age
- Race
- Colour
- Ethnic or National Origin
- Gender
- Marital status including civil partnership
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

If you require further information or would like this factsheet in an alternative format you can contact us by calling: 01508 491210, by emailing: [info@equallives.org.uk](mailto:info@equallives.org.uk), or by writing to: Equal Lives, 15 Manor Farm Barns, Fox Road, Framingham Pigot, Norfolk, NR14 7PZ.

