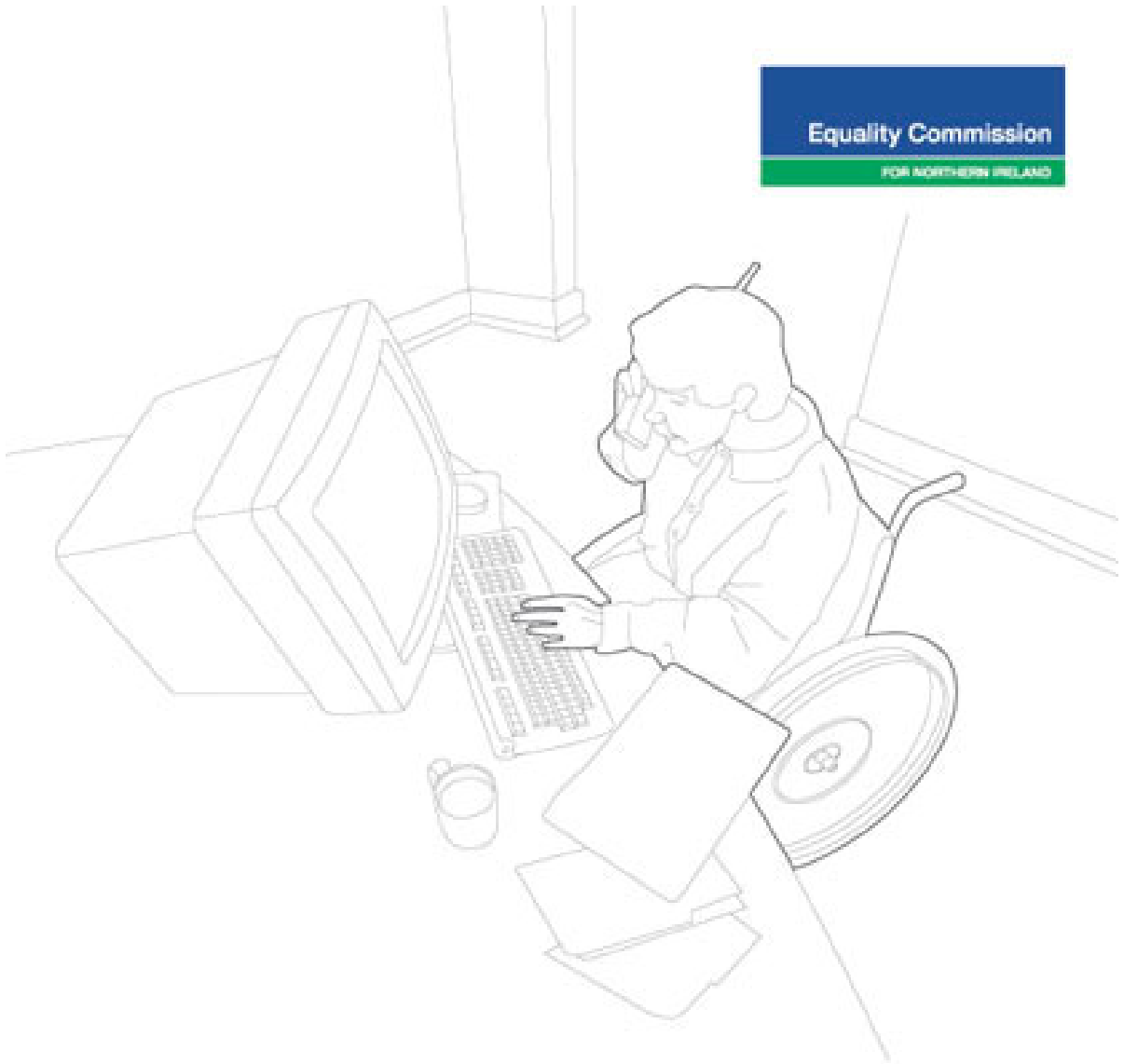



Equality Commission

FOR NORTHERN IRELAND



Disability Discrimination Act Your Rights

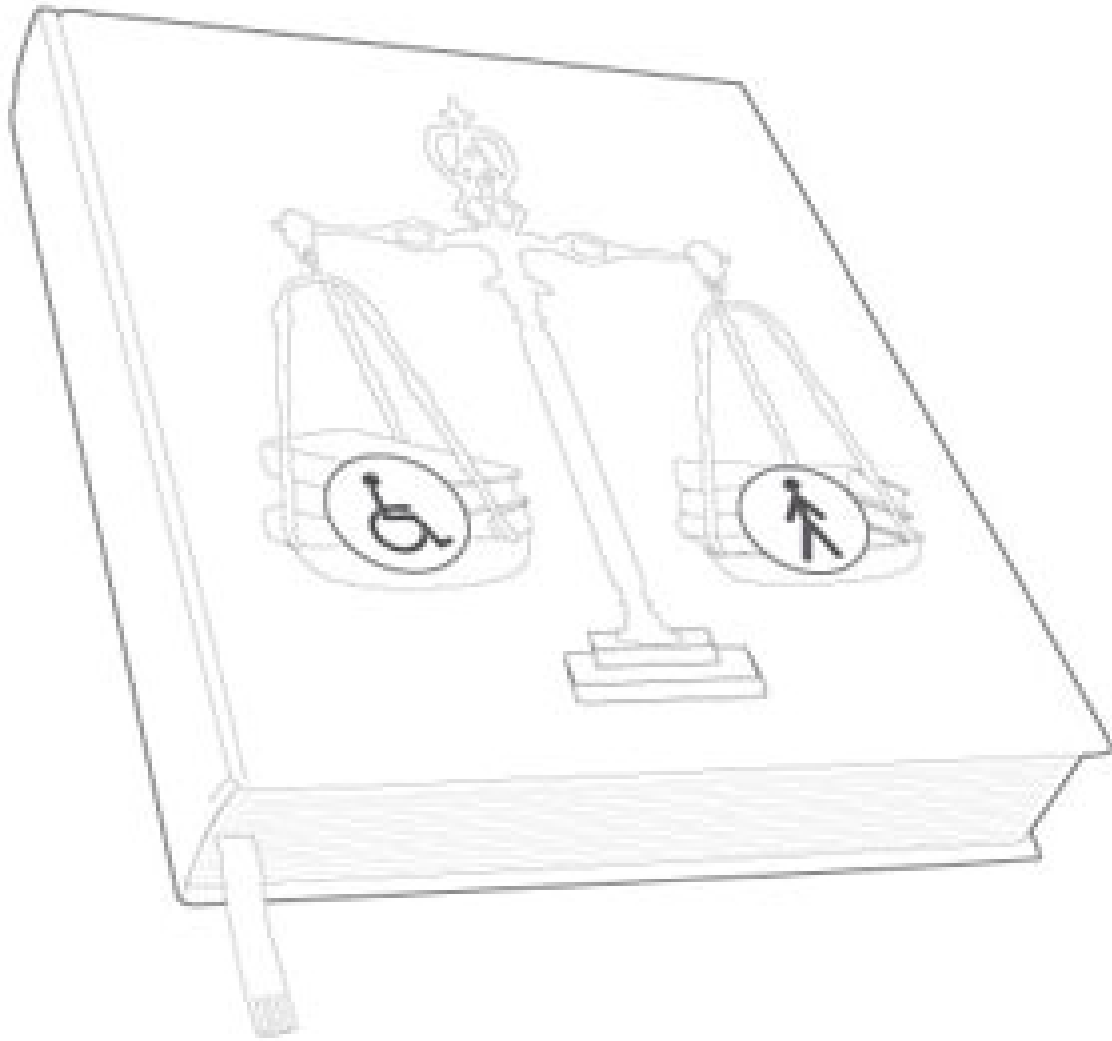
- when trying to get a job
- when doing a job



How will this book help me?

This book will tell you about your rights when you are trying to find a job or are doing a job.

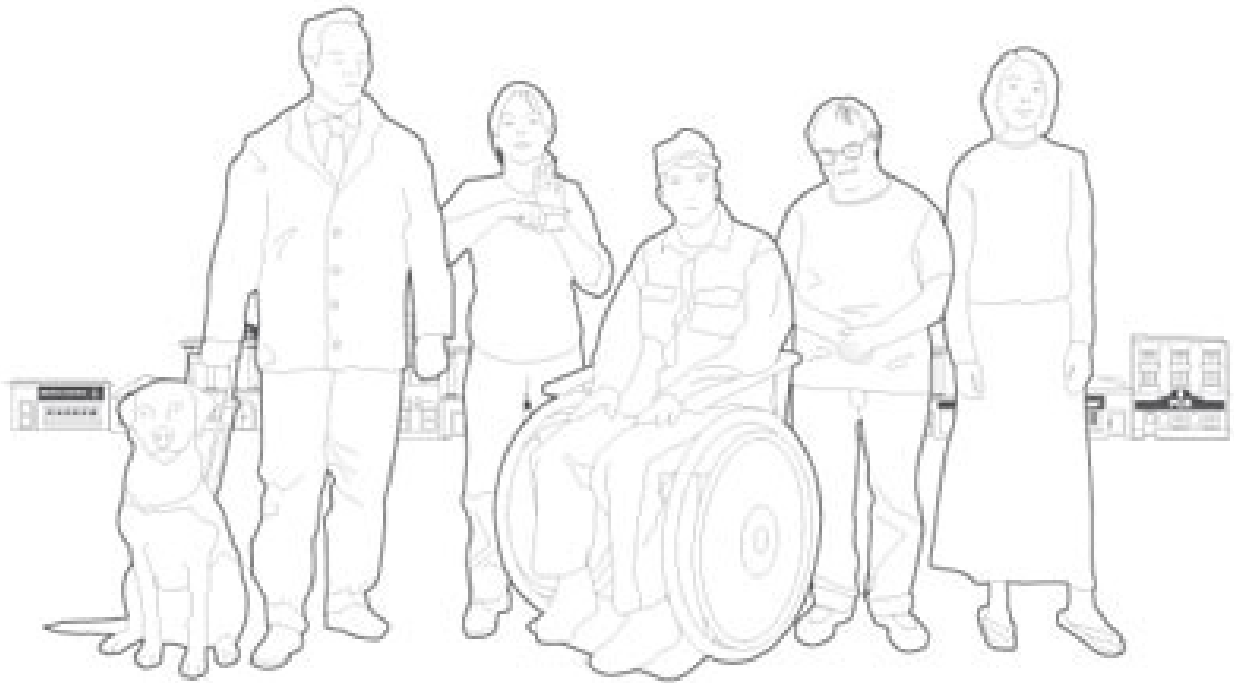
There is information about some of the difficult words in the word list at the back of the book.



What is the Disability Discrimination Act?

The Disability Discrimination Act is a rule which gives you rights if **you are treated worse** than other people because of your disability.

The Disability Discrimination Act also asks that **rules are changed** to help you get into places like cinemas, shops or pubs or when trying to get a job or doing a job.



Who has rights under the Disability Discrimination Act?

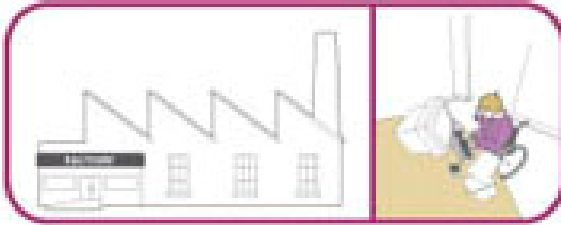
You may have rights under the Disability Discrimination Act if you have a **disability**.

You may have a disability if you have problems with:

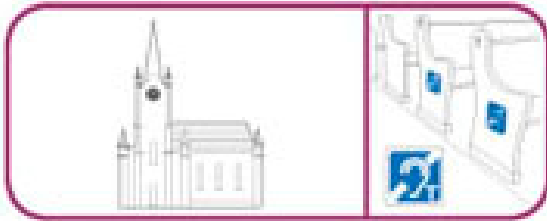
- learning, understanding or remembering things
- moving around
- seeing or hearing
- using your hands.

How will the Disability Discrimination Act help me?

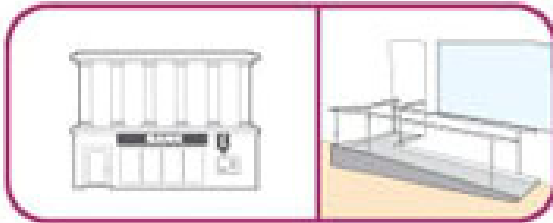
The Disability Discrimination Act may help you when you:



- are trying to get a job or you are doing a job



- go shopping or go to the doctors or to church



- want to get into or use places like cinemas, leisure centres, cafes, pubs, hospitals or banks



- are trying to find a place to live.



What does the Disability Discrimination Act ask employers to do?

Most people work for a boss.
The boss is also called an employer.



There are two rules an employer must obey.

If an employer gets you to work for someone else,
called a contractor, the contractor must obey the two rules.



About Rule 1

Employers must not treat you worse than other people because of your disability.

An employer must make sure that other people in work do not treat you unfairly.



About Rule 2

An employer must make changes to help you when you apply for a job or when you are doing a job.

You do not have to tell an employer about your disability.

But if you do, it will mean that they can give you the extra help that you need.

We will look at examples of some changes an employer may have to make later.

An employer must obey the two rules when:

- looking for new workers
- choosing new workers
- dealing with people who work for them

An employer can still choose the best person for a job.



Tell me more about

What kind of changes will an employer have to make?

Looking for and choosing new workers

When looking for and choosing new workers an employer may have to make changes like:

- allowing you help with filling in forms
- giving you a longer time to do a test or change the test to help you
- allowing someone to help you at an interview.

At an interview you are asked questions to find out about you and if you can do a certain job.



When dealing with people who work for them:-

An employer might have to make changes to make it easier for you to do your job. An employer may have to make **changes** like:

- giving you more time to do something new
- allowing you to work at different times than other workers
- writing things in a different way to make it easier to understand
- getting someone to help you learn a new job
- giving some of your work to another worker
- helping you understand changes to your job
- moving you to a different job or to a different place of work
- making changes to the equipment that you use
- making changes to the inside and outside of the place you work.

Does an employer have to make changes for you?

An employer may have to make changes for you.



Before making any changes an employer may think about:

- if the changes make it easier for you to do your job?
- how will the changes affect other workers?



- what are the cost of the changes?
- can the changes be made?

An employer may be able to get help to make the changes you need.

An employer may have to ask the landlord to agree to any changes that are made to the inside or outside of the place that you work.

Are all jobs included in Rule 1 and 2?

Some jobs are not included in the two rules.

For example:



- ✗ If you are a **volunteer**, your employer may not have to obey these rules

If you work and don't get paid for your work, you are a volunteer.



- ✗ If you are a **soldier**

Do other people have to obey the two rules?

Yes, other people may have to make changes:

- ✓ The landlord who owns the place that you work in
- ✓ Trade Unions and other work groups
- ✓ The work pension scheme
- ✓ The Insurance Company



There are a lot of rules about these other people. To find out more, contact the **Equality Commission**.



What can you do if an employer does not obey the 2 rules?

An employer may be breaking the law if he or she does not obey the 2 rules. This is called **discrimination**.

If you think that an employer is being unfair and that it might be discrimination you could:



- talk to the **employer**



- ask someone for help, like a local **advice centre**



- ask the **Equality Commission** for help



- contact an **Industrial Tribunal**.



What does an Industrial Tribunal do?

If you feel an employer has treated you badly because of your disability you can complain to an Industrial Tribunal.

You must complain within 3 months of being treated badly.

The Industrial Tribunal will decide if an employer has broken the law. They may decide that:

- an employer should pay you money because you have been treated unfairly
- an employer must make the changes you need to do your job.

To find out more talk to:



The Equality Commission

The Equality Commission is in charge of making sure that people with disabilities are not discriminated against. Our address and telephone number can be found on the back of this book.



Disablement Advisory Service

The Disablement Advisory Service helps disabled people find and keep a job. They can tell you about the extra help you can get because of your disability. For more details contact your local job centre.



Labour Relations Agency

The Labour Relations Agency gives information on rules in work. They can also help you talk to the employer. You can phone them on **028 9032 1442** or e-mail info@lra.org.uk or fax **028 9033 0827**.



Advice Centres

- Advice NI
- NIACAB

Are two groups that have offices where you live. They can give you help about rules in work and how to try to sort out problems in work. Their telephone numbers can be found in the telephone book.



MENCAP

You can contact MENCAP's Information and Advice Service by phoning **0845 7636227** or e-mail mencapni@mencap.org.uk or write to **Mencap, 4 Annadale Avenue, Belfast, BT7 3JH.**

Word List

Law

Rules everybody in the country has to follow.
Rules made by the government.

Discrimination

Discrimination is when people treat you unfairly.

Employer

The boss is also called the employer.

Landlord

Someone who owns a building or land and lets others use it for money. This money is called rent.

Contractor

Your employer may ask you to work for someone else.
This person is called the contractor.

Interview

An interview is a meeting where another person or a group of people ask you questions to find out about you and your skills.
To get a job you will have an interview.

Volunteer

A volunteer does not get paid for the work they do. As a volunteer you can get the skills you need for a job. You should get money, called expenses, to pay for your lunch and travel.

Insurance company

People pay money to an insurance company for things like health insurance, so that the insurance company can give them some money in the future if they need it. There are a lot of rules about paying for insurance and getting money from the insurance company.

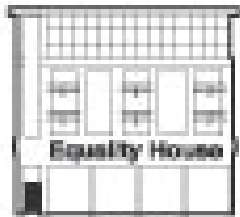
Pension Scheme

People in work can pay money into a pension scheme so that they can get some money when they are older and retire from, or leave, work. Most people retire from work when they are over 65 years.



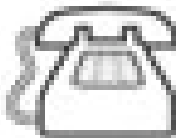
More information

To find out more contact the
Equality Commission's
Information and Advice team



The Equality Commission for Northern Ireland

Equality House
7-9 Shaftesbury Square
Belfast BT2 7DP



Tel: 028 9050 0600



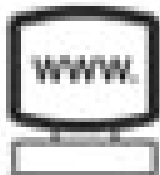
Fax: 028 9024 8687



Textphone: 028 9050 0589



Email: information@equalityni.org



Website: www.equalityni.org
