

Know your rights at work

Equality Commission

FOR NORTHERN IRELAND

Did you know that Northern Ireland's equality laws can protect you from some forms of discrimination at work - when you're looking for work and while you're at work?

If you believe that you have experienced discrimination at work, or when seeking work, on account of your

- ✓ age
- ✓ sex
- ✓ race
- ✓ disability
- ✓ sexual orientation
- ✓ religious or similar philosophical belief or political opinion
- ✓ gender reassignment
- ✓ pregnancy or maternity
- ✓ marriage or civil partnership status

You can contact the Equality Commission's discrimination advice team and find out if the law has been broken and what are your options for dealing with it.

We give free and confidential advice to everyone who asks for it. Most people are able to resolve their cases using the advice and information we give them. Where that's not possible, in some cases we are able to support people in taking their cases to a tribunal or court.

Everyone who lives or works in Northern Ireland, regardless of whether or not they were born here, has rights under our equality laws.

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Discrimination

Discrimination means being treated less favourably than other people or being harassed on any of the grounds protected under equality law. Discrimination can also occur when employers fail to comply with their duty to make reasonable adjustments for disabled people.

It can happen as a result of prejudice or a negative attitude towards a person or a group. Even if it's unintentional, it can still be discrimination.

The law also protects you from being victimised – that is, if you suffer further discrimination as a result of making a discrimination complaint.

In every case, it will be up to the Tribunal or court to decide whether what you've experienced is unlawful discrimination or not.

Discrimination at work can include:

- ✓ Recruitment issues, for example, failure to appoint, failure to shortlist
- ✓ Harassment eg being subjected to offensive comments or physical assault
- ✓ Terms and conditions, for example, requests for flexible working
- ✓ Redundancy
- ✓ Dismissal
- ✓ Pregnancy and maternity
- ✓ Equal pay
- ✓ Sick absence/medical
- ✓ Pensions
- ✓ Retirement, for example, it may be unlawful to be forced to retire at age 65
- ✓ Work/life balance
- ✓ Reasonable adjustment
- ✓ Victimisation

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