Have you experienced difficulties in finding work or in work?

Have you had problems finding somewhere to live or using services?

Did you know the equality laws protect you:

**From discrimination when looking for work**
For example getting an interview, being interviewed or being appointed.

**From discrimination when in work**
Your rates of pay, holiday entitlements, sick pay, breaks and hours of work, how you are treated at work, losing your job or being selected for redundancy.

**From discrimination when finding somewhere to live**
From private landlords, estate agents, housing associations, or the Northern Ireland Housing Executive.

**From discrimination when using services**
Such as getting medical help at the doctors, dentists, hospital etc., sorting out your children’s education, being served in pubs or shops. These are just some examples of services covered. The equality laws apply to all industries and sectors of the economy.
You have the right not to be discriminated against because of your race. Race covers the colour of your skin, your nationality or ethnic background and includes members of the Roma community.

Experiencing physical or verbal abuse or intimidating or hostile attitudes because you are a migrant worker is harassment and is covered too.

You also have the right not to be discriminated because of your gender, religious belief, political opinion, sexual orientation, age or if you have a disability.

The Equality Commission works to prevent discrimination and promote equality. It can provide free information and advice on your rights. In some cases it can also provide legal support.

If you contact the Commission and need an interpreter arrangements can be made.

Enforcing your rights
Only tribunals / courts decide whether the treatment you have complained of is unlawful discrimination. These are separate to and independent from the Equality Commission.

Complaints must be made within strict deadlines. Generally, complaints must be made within three months if you are complaining about an employment issue or within six months if your complaint relates to a service.

For more information contact a Discrimination Advice Officer on 028 90 500600. Translation services are available at the point of contact if needed.