

Your Equality Rights Migrant Workers

www.equalityni.org/rightshelp

This leaflet is available in other languages.

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.