

# Equality Commission

FOR NORTHERN IRELAND

**Your Equality Rights  
Autism**  
[www.equalityni.org](http://www.equalityni.org)

Equality House  
7-9 Shaftesbury Square  
Belfast BT2 7DP  
Tel: 028 90 500 600  
Email: [information@equalityni.org](mailto:information@equalityni.org)

**The Equality Commission can provide free, confidential advice if you think you have been discriminated against. The law also protects you against discrimination on grounds of other disabilities, race, religion, political opinion, age, gender and sexual orientation.**

**You should talk to one of our advisors for more information on your individual circumstances.**



**Tel: 028 90 401 729**  
**Email: [info@autismni.org](mailto:info@autismni.org)**  
**Web: [www.autismni.org](http://www.autismni.org)**

**We can support you to find out more about Autism Spectrum Disorders and the support that is available to you and your family.**

Autism Spectrum Disorders (ASD) have been recognised as a disability. This means you are protected from discrimination if you meet the legal definition. Answering yes to the following questions means you may meet that definition:

- Have you a diagnosis of Autism, Asperger's Syndrome, Autism Spectrum Disorder, High Functioning Autism, or Pervasive Developmental Delay?
- Does it affect your everyday activities (taking part in normal social interaction or forming social relationships)?
- Does it have a substantial, long term adverse effect (lasting 12 months or more)?

### **Discrimination at work**

Have you been:

- Unsuccessful in a job application,
  - Refused changes to your working conditions,
  - Paid less than others,
  - Dismissed from a job,
  - Harassed,
- because you have an ASD?

### **Discrimination when using services**

Have you

- Experienced difficulty when accessing health, social or educational services,
  - Been refused a lease or other accommodation,
  - Been treated worse than others in a shop, leisure centre, restaurant, dentist, hairdressers, taxi.
- because you have an ASD?