

## Desktop Guide to HR - Discrimination

### Overview

It is unlawful to discriminate in any way and at any stage of the employment process on the grounds of the following:

- Sex including pregnancy and maternity
- Marital status
- Civil partnership status
- Disability
- Gender reassignment
- Sexual orientation
- Race
- Age
- Religion or belief
- Trade union membership or non-membership
- Status as a part-time worker

As the awards made against you can be substantial if it is found that you have discriminated against an employee on any of the grounds listed above, ***we'd strongly urge you to seek immediate advice*** from an HR specialist if an employee makes an accusation of discrimination against you (even if it is not an "official" complaint via a grievance).



### --- PLEASE NOTE ---

The information set out in this document is correct at 1<sup>st</sup> May, 2011. As the legislation that applies in this article/document is general in its context, your specific circumstances may require tailored advice for it to be effective. If in doubt, contact Crispin Rhodes on 01908 230969 or email [angela@crispinrhodes.co.uk](mailto:angela@crispinrhodes.co.uk)