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Law Of Disability

**Discrimination**  
**The Law Of**  
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**Discrimination LAW 531/631:  
Class 26 - Disability**

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Discrimination in Employment  
Disability Discrimination

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What is direct and indirect  
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Act: Standing on the  
shoulders of giants

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What is discrimination

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arising from disability? |  
Equality law: discrimination  
explained

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Disability Discrimination –  
What you need to know What  
is the duty to make  
reasonable adjustments? |  
Equality law: discrimination

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Discrimination  
Explained Employment,  
Discrimination and the  
Americans with Disabilities  
Act *The Law Of Disability  
Discrimination*

What is disability  
discrimination. It is  
against the law to

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Discriminate against disabled people in various areas of their lives. If disability discrimination takes place in any of the following situations, you may be able to take action about it: at work; when



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Discrimination, facilities  
and services; when renting  
or buying property; in  
education

*What counts as disability  
discrimination - Citizens  
Advice*

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Discrimination is when you are treated less well or put at a disadvantage for a reason that relates to your disability in one of the situations covered by the Equality Act. The treatment

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Discrimination could be a one-off action, the application of a rule or policy or the existence of physical or communication barriers which make accessing something difficult or impossible.

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*Disability discrimination |  
Equality and Human Rights*

...

- The Equality Act 2010 is the law that gives you the right to challenge discrimination.
- To get protection under the

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Equality Act, you have to show that your mental health problem is a disability.

'Disability' has a special meaning under the Act. • The Equality Act protects you if you are discriminated against by: o employers

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*Disability discrimination*  
Disability discrimination  
law, now contained in the  
Equality Act 2010, is  
complex. There are six forms  
of disability discrimination  
in the employment context.

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Discrimination  
Failure to make reasonable  
adjustments. Direct  
discrimination.

Discrimination arising from  
disability. Harassment.  
Indirect discrimination.

Victimisation.

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*Disability discrimination:  
case law | Croner-i*

The Equality Act 2010 replaced the Disability Discrimination Act. It says that disabled people have the right to 'reasonable adjustments' that make jobs



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Discrimination and services accessible to them. Access for disabled people is a legal requirement. This applies to employers, public and private services.

*Disability discrimination*

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*Discrimination | Disability  
charity ...*

It is against the law to  
treat someone less  
favourably because of their  
gender, race, religion,  
sexual orientation,  
disability or age; this is

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**Discrimination.** However,  
more than 25% of the workers  
in the UK claim to have been  
discriminated against at  
work .

*Three interesting cases of  
discrimination in the UK |*

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## HR Discrimination

As a disabled person, you have rights to protect you from discrimination. These rights cover most areas including: employment; education; dealing with the police

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*Disability rights - GOV.UK*

It's against the law for employers to discriminate against you because of a disability. The Equality Act 2010 protects you and covers areas including: An employer

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Discrimination has to make 'reasonable ...

*Disability rights:*

*Employment - GOV.UK*

Disability Discrimination &  
Harassment It is illegal to  
harass an applicant or  
employee because he or she

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Discrimination, had a disability in the past, or is believed to have a physical or mental impairment that is not transitory (lasting or expected to last six months or less) and minor (even if

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he or she does not have such an impairment).

*Disability Discrimination |  
U.S. Equal Employment ...*

It is against the law to discriminate against anyone because of their sex,



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Discrimination, disability or  
certain other personal  
characteristics ('protected  
characteristics')

*Discrimination: your rights*  
*- GOV.UK*  
the law of disability

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discrimination  
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*The Law Of Disability  
Discrimination*

Discrimination based on any

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of these protected characteristics is usually against the law. Types of unfair treatment. According to the law, there are different types of unfair treatment. Discrimination is one type of unfair treatment

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Discrimination can, for example, be direct or indirect. Other types of unfair treatment include bullying.

*Overview: Discrimination and the law - Acas*

A companion book, The Law of

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Disability Discrimination Handbook: Statutes and Regulatory Guidance, includes reference material relevant to interpreting federal law prohibiting discrimination on the basis of disability. The Handbook

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Discrimination  
includes the statutory  
language of each of the five  
Titles of the ADA. In  
addition, ...

*The Law of Disability  
Discrimination: Ruth Colker,  
Paul D ...*

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against the law to  
discriminate against anyone  
because of their sex



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Discrimination disability or  
certain other personal  
characteristics protected  
characteristics  
discrimination your rights

*the law of disability  
discrimination*

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In most disability  
discrimination claims, it's  
the claimant's  
responsibility to  
demonstrate that their  
treatment is related to  
their disability. Failure to  
do this is likely to result

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Discrimination  
In the case not going their way. However, that doesn't mean you should approach long-term sickness absence in related to disabled staff casually.

*Case Law Update: Disability*

*Page 43/50*

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## *Discrimination & Medical ...*

To pursue a claim of disability discrimination, the employee must establish they have an impairment that meets the definition of a disability under the Act. However, the onus is on

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Discrimination  
Claimants to convince  
tribunals they are disabled.  
This is often complicated  
when considering mental  
impairments.

*Case Law Update: Disability  
Discrimination & Personality*

*Page 45/50*

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## Discrimination

Key disability  
discrimination points Under  
the Equality Act 2010 a  
person is disabled if they  
have a physical or mental  
impairment which has a  
substantially adverse and

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Discrimination  
Long-term effect on their  
ability to carry out normal  
day-to-day activities.

*Disability Discrimination  
Act & Disability  
Discrimination ...*

Aug 29, 2020 the law of

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Disability discrimination

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is a major civil rights law

that prohibits

discrimination of people



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Discrimination  
with disabilities in many  
aspects of public life the  
disability rights movement  
continues to work hard for  
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