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Disability

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

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by the Equality Act. The treatment 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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Evidence in disability
discrimination claims;
Decision as to disability
rests with tribunal, not
medical expert; Whether
tribunal can consider
factors other than
medical evidence; What
medical evidence
typically covers; Onus
on claimant to produce
medical evidence;
Whether tribunal can
reject medical evidence;

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Evidence from GPs
regarding depressive
conditions

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~~Evidence in disability
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You can get legal
protection if you are
victimised because
you've made a
complaint about
disability
discrimination. You can

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also get legal protection
from discrimination for
helping someone else to
make a complaint about
disability

discrimination, for
example, by giving
evidence as a witness in
court. Here is an
example of
victimisation:

~~What counts as
disability discrimination~~

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When dealing with a claim of disability discrimination, you must refer to the Equality Act 2010. It states that: A person (A) discriminates against a disabled person (B) if A treats B unfavourably because of something arising in consequence of B's disability.

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~~Case Law Update:
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Discrimination &
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This book covers employment, state and local government, public accommodations, telecommunications, housing and zoning, education, and criminal and civil institutions. It addresses practical ways to maximize the benefits

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of the client-lawyer relationship, including potentially divisive questions surrounding the need for accommodations and the ethical duties of lawyers to clients with disabilities.

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people. It is able to take
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Law Evidence

~~Disability~~

~~discrimination and the~~

~~Equality Act 2010 ...~~

The guidance goes on to consider disclosure of relevant medical records and use of expert

evidence. An example of a claimant showing his stammer was a

disability without expert evidence is *S v*

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Translink (though the claim here failed because the tribunal decided there was no discrimination). Where might expert evidence be useful

~~Proving disability:~~

~~impact statements and expert reports ...~~

Collecting your evidence Evidence can be documents, your own

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description of what happened or a witness's version of events. Try to gather anything that helps explain the situation - like letters or emails. Look for evidence on social media if you use it to communicate with people from work.

~~Gathering evidence
about discrimination at~~

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~~work—Home~~

Find out about
protection for disabled
people from

discrimination at work,
in education or dealing
with the police

~~Disability rights—~~

~~GOV.UK~~

It is against the law to
discriminate against

anyone because of their
sex, religion, disability

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or certain other personal characteristics ('protected characteristics')

Discrimination: your rights ...

~~Discrimination: your rights - GOV.UK~~

In Great Britain, discrimination on the grounds of disability, originally introduced by the Disability

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Discrimination Act
1995, is now contained
within the Equality Act
2010. The Equality and
Human Rights

Commission has
published a range of
guidance on all aspects
of the Equality Act,
including a Code of
practice on employment.

Whilst not legally
binding documents, the
codes give important

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guidance on good practice and failure to follow them may be taken into account by tribunals or courts.

~~Disability &
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Employment |~~

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Section 6 of the Equality Act 2010 is the foundation for a disability discrimination claim, as it sets out the

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legal classification of disability. It provides that a person has a disability if they have a physical or mental impairment, which has a substantial and long term adverse effect in their ability to carry out normal day to day activities.

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law. It is discrimination

when a person puts you

at a disadvantage. This

And Disability
Professional
can happen when

people: treat you

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differently; make decisions that exclude you; bully or harass you; The Equality Act 2010 says that discrimination is illegal. Making a complaint to the provider is usually the quickest way of getting the access you need.

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discrimination and the~~

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Law Evidence

As disability is a
protected characteristic,

this question is against

the law. The employer

should instead ask all

applicants if they need

any reasonable

adjustments to complete

the interview or any part

of the hiring process.

Employers can find out

more about avoiding

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discrimination when hiring someone. If you believe you've been discriminated against when applying for a job

~~Direct and indirect
discrimination:~~

~~Discrimination and the~~

~~Lawyers Judges~~
The Disability
Discrimination Act

1995 has increased the access of many people

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to the labour market.
Employment
opportunities have
certainly multiplied for
one group: medical
expert witnesses. Before
the DDA came into
force, medical experts
rarely appeared before
Employment Tribunals.
Now, they have become
a regular feature.

~~What's up Doc? The~~

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~~role of medical evidence
in disability ...~~

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For Anti-Semitic

Discrimination And
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Has Found Jeremy

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accept all of the EHRC's
conclusions (PA) Alain

Tolhurst

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