

Equality & Discrimination

Law

The structure of discrimination law.

The common structure.

Forms of discrimination

Direct — less favourable treatment because of a characteristic

Indirect — a neutral rule with disparate impact

Harassment related to a characteristic

Victimisation for complaining

Failure to make reasonable adjustments

Structure

Defined protected characteristics

Covered fields such as work and services

Justification defences in some forms

Exceptions where genuinely required

Educational reference. Indirect discrimination can usually be justified if proportionate; direct discrimination generally cannot.