

Discrimination

- Do you have an employee who has made an allegation of discrimination against your company on the grounds of their race, age, sex, religion, nationality, personal characteristic or because they have a disability? Did you know that discrimination does not have to be direct, it may be indirect and did you know that you may be held responsible for any discriminatory acts carried out by one of your employees against another? How can you avoid any discrimination claims being made against the Company? Do you have the correct policies in place?
- Did you know that discrimination laws apply not only to promotion and redundancy but also to recruitment, selection and training?
- Do you have an employee who has made a request to work beyond the compulsory retirement age? Do you have to grant such a request?
- Are you concerned about employment claims being made against the Company in relation to one of your employees bullying or harassing another employee? Do you have the correct policies in place to avoid claims of this nature being made against your Company?
- Do you have a disabled employee? You must make reasonable adjustments to accommodate your employee. What constitutes reasonable adjustments?
- Are you concerned about equal pay claims being made against your Company? Do you have the correct policies in place to avoid such claims being made?
- Do you have an employee who is a father involved in child care or involved in the care of an adult? Did you know that such an employee has the right to apply for flexible working? If this request is not treated in the same way as you would treat a request from a female employee, then you may face a claim for sexual discrimination. Do you have a written policy in place to ensure all applications are treated consistently?

If you need guidance or advice with regards to any of the points raised call the Employment & HR Team on 01159 888 777.

The information provided above is not intended to be a comprehensive answer to the various problems which can arise. Each situation must be considered on its merits, taking into account all of the relevant circumstances. You are therefore advised no to take any action solely on the basis of the general guidance contained in this note, without first taking detailed legal advice. Fraser Brown will not accept liability for any loss arising out of this guidance note where you have not taken such advice.

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