

The Employment Equality (Religion or Belief) Regulations 2003

The Employment Equality (Religion or Belief) Regulations 2003 make it illegal to discriminate against a person in employment on the grounds of their religion, belief or non-belief.

They cover both direct and indirect discrimination, and both harassment and victimisation as a result of complaints or giving evidence. Religion or belief may be perceived rather than actual. They also prohibit discrimination - both harassment and victimisation - against people who associate with people of a particular religion or belief.

Harassment is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them having regard for all the circumstances including what the victim perceives.

Equality Act 2006 – Outlaws discrimination in the provision of goods and services on the grounds of religion/belief. Implementation delayed until April 2007, pending outcome of consultation.