

## Legislation - Disability

The following summary of the **Disability Discrimination Act 1995 (and DDA 2000)** is taken from the **Disability Rights Commission website**:

The Disability Discrimination Act (DDA) was passed in 1995 to end the discrimination that many disabled people face. It protects disabled people in:

- employment
- access to goods, facilities and services
- the management, buying or renting of land or property
- education

Some of it became law for employers in December 1996. Others were introduced over time. For service providers (e.g. businesses and organisations):

- since **December 1996** it has been **unlawful to treat disabled people less favourably** than other people for a reason related to their disability
- since **October 1999** they have had to make **reasonable adjustments** for disabled people, such as providing extra help or making changes to the way they provide their services;
- from 2004 they have had to make reasonable adjustments to the **physical features** of their premises to overcome physical barriers to access.

For education providers, new duties came into effect in September 2002 under Part IV of the DDA amended by the Special Educational Needs and Disability Act (SENDA). These require schools, colleges, universities, and providers of adult education and youth services to ensure that they do not discriminate against disabled people.

Under Part IV of the DDA amended by the SENDA, the duty to provide auxiliary aids, through reasonable adjustment, came into force in September 2003.

The DDA also allows the Government to set minimum standards to help disabled people to use public transport easily.

### **DDA 2005**

The DDA 2005 amends the DDA 1995 in a number of ways, including placing a duty on public bodies to promote equality of opportunity for disabled people. The Disability Equality Duty will come into force on 5th December 2006 and aims to:-

- Promote equality of opportunity between disabled people and other people
- Eliminate discrimination that is unlawful under the Act
- Eliminate harassment of disabled people that is related to their disability
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Take steps to meet disabled people's needs, even if this requires more favourable treatment