

## **The Employment Equality (Sexual Orientation) Regulations 2003**

The Employment Equality (Sexual Orientation) Regulations 2003 make it illegal to discriminate against a person in employment on the grounds of their sexual orientation.

They cover both direct and indirect discrimination, and both harassment and victimisation as a result of complaints or giving evidence. Sexual orientation may be perceived rather than actual sexual orientation (lesbian/gay, heterosexual or bisexual). They also prohibit discrimination - both harassment and victimisation - against people who associate with people of a particular sexual orientation or perceived sexual orientation.

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

Equality Act 2006 – Proposals to outlaw discrimination in the provision of goods and services on the grounds of sexual orientation. Implementation delayed until April 2007, pending outcome of consultation.

Civil Partnerships – From December 2005 gives lesbians and gay men the right to marry, and affords pensions, benefits, next of kin etc