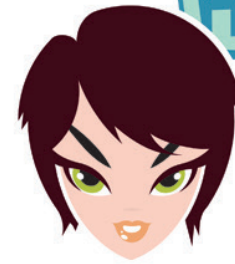


DISCRIMINATION

A summary to help employers understand the Discrimination (Jersey) Law 2013. The Law provides legal protection against certain 'protected characteristics' and this list grows as on 1st September 2018.



WHAT DO YOU NEED TO KNOW?

Discrimination legislation includes both direct and indirect discrimination if we treat someone less favourably or they are disadvantaged on the basis of a protected characteristic. Equally, harassment and victimisation are prohibited. The protected characteristics include the following:

RACE
Including Colour, Nationality, National origins & Ethnic origins

SEX
Sex, Sexual orientation, Gender reassignment, Pregnancy and Maternity

AGE
A person of a particular age; people who share the same age or age group

Not every disability is visible.

DISABILITY
A long term physical, mental, intellectual or sensory impairment or disfigurement that can have an adverse effect on someone's ability to engage or participate.

WHAT DO YOU NEED TO DO?

The Essential steps and actions:

- **Believe in Equality** – Leadership leads commitment and culture change
- **Update and implement your policies, handbooks & processes** - include diversity & inclusion, anti-harassment, flexible working, maternity, disciplinary, adoption & parental and equal opportunity policies
- **Review your contracts** – specifically retirement and benefits policies
- **Communicate to and educate Employees** – be really clear about desired behaviours
- Deal swiftly and effectively with **complaints**
- Adopt a **Zero Tolerance policy**
- **Be Mindful** at all stages of the employee lifecycle – and the decisions you make from recruitment to retirement
- **Review job descriptions and persons specifications** – are they fit for purpose?
- Ensure **training** selection and promotion decisions are fair
- **Consider reasonable adjustments** – e.g. application process, access to the business

For further information call 747 559 or contact Becky@hrnow.je

Discrimination is a social law that extends further than employment