
STATUTORY RULES OF NORTHERN IRELAND

1996 No. 419

**The Disability Discrimination (Employment)
Regulations (Northern Ireland) 1996**

Building Regulations

8.—(1) This regulation applies only to a physical characteristic included within building works which—

- (a) was adopted with a view to meeting the requirements for the time being of Part R of the building regulations⁽¹⁾ with regard to access and facilities for disabled people, and
- (b) met those requirements at the time the building works were carried out and continues substantially to meet those requirements which applied at the time the building works were carried out.

(2) For the purposes of section 6(1) of the Act it is never reasonable for an employer to have to take steps in relation to a disabled person to the extent that this would involve altering any physical characteristic to which this regulation applies.

(1) The Regulations currently in force are the Building Regulations (Northern Ireland) 1994 S.R. 1994 No. 243