Parts

Equality: Key Concepts

Chapter 2

Prohibited Conduct

Discrimination

15  Discrimination arising from disability

(1) A person (A) discriminates against a disabled person (B) if—
   (a) A treats B unfavourably because of something arising in consequence of B's disability, and
   (b) A cannot show that the treatment is a proportionate means of achieving a legitimate aim.

(2) Subsection (1) does not apply if A shows that A did not know, and could not reasonably have been expected to know, that B had the disability.
Changes to legislation:
There are outstanding changes not yet made by the legislation.gov.uk editorial team to Equality Act 2010. Any changes that have already been made by the team appear in the content and are referenced with annotations.
View outstanding changes

Changes and effects yet to be applied to the whole Act associated Parts and Chapters:
Whole provisions yet to be inserted into this Act (including any effects on those provisions):
- s. 110(5BA)(5BB) inserted by S.I. 2019/1458 reg. 10(2)
- s. 140B(1) words omitted by S.I. 2019/469 Sch. 1 para. 17(6)
- s. 209(3)(e) inserted by 2018 anaw 2 Sch. 1 para. 19(4)
- Sch. 3 para. 17(4)(d) and word omitted by S.I. 2019/305 reg. 5(7)(b)(iii)(dd)
- Sch. 3 Pt. 6A para. 25AA inserted by S.I. 2019/1458 reg. 10(3)(b)
- Sch. 9 para. 2(4)(cb) inserted by S.I. 2019/1458 reg. 11(b)
- Sch. 17 para. 6AA and cross-heading inserted by 2018 anaw 2 Sch. 1 para. 19(5)(f)
- Sch. 17 para. 6F inserted by 2018 anaw 2 Sch. 1 para. 19(5)(h)
- Sch. 17 para. 3A(1)(a)(b) substituted for words by 2018 anaw 2 Sch. 1 para. 19(5)(d) (i)