
STATUTORY INSTRUMENTS

2003 No. 1660

EMPLOYMENT AND TRAINING

RELIGION OR BELIEF DISCRIMINATION

**The Employment Equality (Religion
or Belief) Regulations 2003**

Made - - - - 26th June 2003

Coming into force 2nd December 2003

**THE EMPLOYMENT EQUALITY (RELIGION
OR BELIEF) REGULATIONS 2003**

PART 1

GENERAL

1. Citation, commencement and extent
2. Interpretation
3. Discrimination on grounds of religion or belief
4. Discrimination by way of victimisation
5. Harassment on grounds of religion or belief

PART II

DISCRIMINATION IN EMPLOYMENT AND VOCATIONAL TRAINING

6. Applicants and employees
7. Exception for genuine occupational requirement
8. Contract workers
9. Meaning of employment and contract work at establishment in Great Britain
10. Office-holders etc
11. Police
12. Barristers
13. Advocates
14. Partnerships
15. Trade organisations
16. Qualifications bodies
17. Providers of vocational training

- 18. Employment agencies, careers guidance etc
- 19. Assisting persons to obtain employment etc
- 20. Institutions of further and higher education
- 21. Relationships which have come to an end

PART III

OTHER UNLAWFUL ACTS

- 22. Liability of employers and principals
- 23. Aiding unlawful acts

PART IV

GENERAL EXCEPTIONS FROM PARTS II AND III

- 24. Exception for national security
- 25. Exceptions for positive action
- 26. Protection of Sikhs from discrimination in connection with requirements as to wearing of safety helmets

PART V

ENFORCEMENT

- 27. Restriction of proceedings for breach of Regulations
- 28. Jurisdiction of employment tribunals
- 29. Burden of proof: employment tribunals
- 30. Remedies on complaints in employment tribunals
- 31. Jurisdiction of county and sheriff courts
- 32. Burden of proof: county and sheriff courts
- 33. Help for persons in obtaining information etc
- 34. Period within which proceedings to be brought

PART VI

SUPPLEMENTAL

- 35. Validity of contracts, collective agreements and rules of undertakings
 - 36. Application to the Crown etc
 - 37. Application to House of Commons staff
 - 38. Application to House of Lords staff
 - 39. Savings of, and amendments to, legislation
- Signature

SCHEDULES:

Schedule 1 — Norwegian part of the Frigg Gas Field

Schedule 2 — Questionnaire of person aggrieved

Schedule 3 — Reply by respondent

Schedule 4 — Validity of contracts, collective agreements and rules of undertakings

Schedule 5 — Amendments to legislation

Explanatory Note