



# Disability Discrimination Act 1995

## 1995 CHAPTER 50

### PART II

[<sup>F1</sup>THE EMPLOYMENT FIELD][<sup>F2</sup> AND DISTRICT  
COUNCILS][<sup>F3</sup> AND MEMBERS OF LOCALLY-ELECTABLE AUTHORITIES]

<sup>F4</sup> [<sup>F5</sup> Practical work experience]

#### [<sup>F5</sup>14C Practical work experience: discrimination and harassment **E+W+S**

- (1) It is unlawful, in the case of a disabled person seeking or undertaking a work placement, for a placement provider to discriminate against him—
  - (a) in the arrangements which he makes for the purpose of determining who should be offered a work placement;
  - (b) in the terms on which he affords him access to any work placement or any facilities concerned with such a placement;
  - (c) by refusing or deliberately omitting to afford him such access;
  - (d) by terminating the placement; or
  - (e) by subjecting him to any other detriment in relation to the placement.
- (2) It is also unlawful for a placement provider, in relation to a work placement, to subject to harassment—
  - (a) a disabled person to whom he is providing a placement; or
  - (b) a disabled person who has applied to him for a placement.]
- [<sup>F6</sup>(3) This section and section 14D do not apply—
  - (a) to anything which is unlawful under any provision of section 4, sections 19 to 21A, sections 21F to 21J or Part 4; or
  - (b) to anything which would be unlawful under any such provision but for the operation of any provision in or made under this Act.]

---

*Status: Point in time view as at 31/12/2007. There are multiple versions of this provision on screen.  
 These apply to different geographical extents. This version of this provision has been superseded.*

*Changes to legislation: There are currently no known outstanding effects for the  
 Disability Discrimination Act 1995, Section 14C. (See end of Document for details)*

---

- (4) In this section and section 14D—  
     “work placement” means practical work experience undertaken for a limited period for the purposes of a person’s vocational training;  
     “placement provider” means any person who provides a work placement to a person whom he does not employ.
- (5) This section and section 14D do not apply to a work placement undertaken in any of the naval, military and air forces of the Crown.

#### Extent Information

- E1** This section extends to England and Wales and Scotland only; a separate s. 14C exists for Northern Ireland only from 21.2.2004.

#### Textual Amendments

- F5** Ss. 13-14D and cross-headings substituted for ss. 13-15 (E.W.S.) (3.7.2003 for certain purposes and 1.10.2004 otherwise) by [The Disability Discrimination Act 1995 \(Amendment\) Regulations 2003 \(S.I. 2003/1673\)](#), regs. 1(2)(3), **13**
- F6** S. 14C(3) substituted (E.W.S.) (5.12.2005) by [Disability Discrimination Act 2005 \(c. 13\)](#), ss. 19(1), 20(3)-(6), **Sch. 1 para. 6**; S.I. 2005/2774, **art. 3(j)**

### [<sup>F4</sup>14C **Practical work experience: discrimination and harassment** **N.I.**

- (1) It is unlawful, in the case of a disabled person seeking or undertaking a work placement, for a placement provider to discriminate against him –
- (a) in the arrangements which he makes for the purpose of determining who should be offered a work placement;
  - (b) in the terms on which he affords him access to any work placement or any facilities concerned with such a placement;
  - (c) by refusing or deliberately omitting to afford him such access;
  - (d) by terminating the placement; or
  - (e) by subjecting him to any other detriment in relation to the placement.
- (2) It is also unlawful for a placement provider, in relation to a work placement, to subject to harassment –
- (a) a disabled person to whom he is providing a placement; or
  - (b) a disabled person who has applied to him for a placement.
- [<sup>F7</sup>(3) This section and section 14D do not apply—
- (a) to anything which is unlawful under any provision of section 4, sections 19 to 21A, sections 21F to 21J or Part 4; or
  - (b) to anything which would be unlawful under any such provision but for the operation of any provision in or made under this Act.]
- (4) In this section and section 14D –  
     “work placement” means practical work experience undertaken for a limited period for the purposes of a person’s vocational training;  
     “placement provider” means any person who provides a work placement to a person whom he does not employ.

---

**Status:** Point in time view as at 31/12/2007. There are multiple versions of this provision on screen.

These apply to different geographical extents. This version of this provision has been superseded.

**Changes to legislation:** There are currently no known outstanding effects for the Disability Discrimination Act 1995, Section 14C. (See end of Document for details)

---

- (5) This section and section 14D do not apply to a work placement undertaken in any of the naval, military and air forces of the Crown.]

---

**Extent Information**

- E2** This section extends to Northern Ireland only; a separate s. 14C for England, Wales and Scotland only repealed (1.10.2010).

---

**Textual Amendments**

- F7** [S. 14C\(3\)](#) substituted (N.I) (31.12.2007) by The Disability Discrimination (Northern Ireland) Order (S.I. 2006/312 (N.I. 1)), arts. 1, 19(1), {Sch. 1 para. 6}; [S.R. 2007/466](#), [art. 2\(2\)\(1\)](#)

**Status:**

Point in time view as at 31/12/2007. There are multiple versions of this provision on screen. These apply to different geographical extents. This version of this provision has been superseded.

**Changes to legislation:**

There are currently no known outstanding effects for the Disability Discrimination Act 1995, Section 14C.