



Disability Discrimination Act 1995

1995 CHAPTER 50

PART II

[^{F1}THE EMPLOYMENT FIELD]

^{F2}[^{F3}Other unlawful acts]

[^{F3}16C Instructions and pressure to discriminate **E+W+S**]

- (1) It is unlawful for a person—
 - (a) who has authority over another person, or
 - (b) in accordance with whose wishes that other person is accustomed to act,to instruct him to do any act which is unlawful under this Part or, to the extent that it relates to the provision of employment services, Part 3, or to procure or attempt to procure the doing by him of any such act.
- (2) It is also unlawful to induce, or attempt to induce, a person to do any act which contravenes this Part or, to the extent that it relates to the provision of employment services, Part 3 by—
 - (a) providing or offering to provide him with any benefit, or
 - (b) subjecting or threatening to subject him to any detriment.
- (3) An attempted inducement is not prevented from falling within subsection (2) because it is not made directly to the person in question, if it is made in such a way that he is likely to hear of it.]

Textual Amendments

- F3** Ss. 16A-16C and cross-heading inserted (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), **15(1)**

*Status: Point in time view as at 21/02/2004. 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 This version of this provision has been superseded.*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 16C. (See end of Document for details)

[^{F2}16C Instructions and pressure to discriminate **N.I.**

- (1) It is unlawful for a person –
 - (a) who has authority over another person, or
 - (b) in accordance with whose wishes that other person is accustomed to act,to instruct him to do any act which is unlawful under this Part or, to the extent that it relates to the provision of employment services, Part III, or to procure or attempt to procure the doing by him of any such act.
- (2) It is also unlawful to induce, or attempt to induce, a person to do any act which contravenes this Part or, to the extent that it relates to the provision of employment services, Part III by –
 - (a) providing or offering to provide him with any benefit, or
 - (b) subjecting or threatening to subject him to any detriment.
- (3) An attempted inducement is not prevented from falling within subsection (2) because it is not made directly to the person in question, if it is made in such a way that he is likely to hear of it.]

Extent Information

- E1** This section extends to Northern Ireland only; a separate s. 16C for England, Wales and Scotland only repealed (1.10.2010).

Status:

Point in time view as at 21/02/2004. 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 16C.