



# Disability Discrimination Act 1995

## 1995 CHAPTER 50

### PART II

#### [<sup>F1</sup>THE EMPLOYMENT FIELD]

#### [<sup>F1</sup>Supplementary and general]

#### [<sup>F1</sup>18D Interpretation of Part 2

- (1) Subject to any duty to make reasonable adjustments, nothing in this Part is to be taken to require a person to treat a disabled person more favourably than he treats or would treat others.
- (2) In this Part—
  - “benefits” includes facilities and services;
  - “detriment”, except in section 16C(2)(b), does not include conduct of the nature referred to in section 3B (harassment);
  - “discriminate”, “discrimination” and other related expressions are to be construed in accordance with section 3A;
  - “duty to make reasonable adjustments” means a duty imposed by or under section 4A, 4B(5) or (6), 4E, 6B, 7B, 7D, 14, 14B, 14D or 16A(5);
  - “employer” includes a person who has no employees but is seeking to employ another person;
  - “harassment” is to be construed in accordance with section 3B;
  - “physical feature”, in relation to any premises, includes any of the following (whether permanent or temporary)—
    - (a) any feature arising from the design or construction of a building on the premises,
    - (b) any feature on the premises of any approach to, exit from or access to such a building,

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*Status: Point in time view as at 03/07/2003. This version of this provision has been superseded.*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 18D. (See end of Document for details)*

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- (c) any fixtures, fittings, furnishings, furniture, equipment or material in or on the premises,
  - (d) any other physical element or quality of any land comprised in the premises;
- “provision, criterion or practice” includes any arrangements.]

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**Extent Information**

- E1** This version of this provision extends to England and Wales and Scotland only; a separate s. 18D exists for Northern Ireland only from 21.2.2004

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**Textual Amendments**

- F1** [S. 18D](#) 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), **18**

**Status:**

Point in time view as at 03/07/2003. 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 18D.