



Equality Act 2010

2010 CHAPTER 15

PART 8

PROHIBITED CONDUCT: ANCILLARY

111 Instructing, causing or inducing contraventions

- (1) A person (A) must not instruct another (B) to do in relation to a third person (C) anything which contravenes Part 3, 4, 5, 6 or 7 or section 108(1) or (2) or 112(1) (a basic contravention).
- (2) A person (A) must not cause another (B) to do in relation to a third person (C) anything which is a basic contravention.
- (3) A person (A) must not induce another (B) to do in relation to a third person (C) anything which is a basic contravention.
- (4) For the purposes of subsection (3), inducement may be direct or indirect.
- (5) Proceedings for a contravention of this section may be brought—
 - (a) by B, if B is subjected to a detriment as a result of A's conduct;
 - (b) by C, if C is subjected to a detriment as a result of A's conduct;
 - (c) by the Commission.
- (6) For the purposes of subsection (5), it does not matter whether—
 - (a) the basic contravention occurs;
 - (b) any other proceedings are, or may be, brought in relation to A's conduct.
- (7) This section does not apply unless the relationship between A and B is such that A is in a position to commit a basic contravention in relation to B.
- (8) A reference in this section to causing or inducing a person to do something includes a reference to attempting to cause or induce the person to do it.
- (9) For the purposes of Part 9 (enforcement), a contravention of this section is to be treated as relating—

Status: This is the original version (as it was originally enacted).

- (a) in a case within subsection (5)(a), to the Part of this Act which, because of the relationship between A and B, A is in a position to contravene in relation to B;
- (b) in a case within subsection (5)(b), to the Part of this Act which, because of the relationship between B and C, B is in a position to contravene in relation to C.