

Prevention of Discrimination Ordinance

Easy Read Version



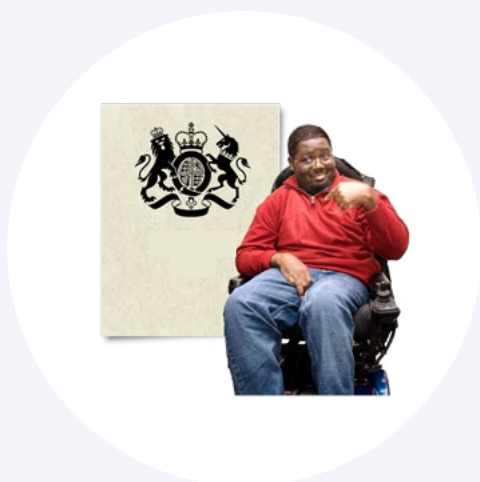
What is in this booklet?



1. What is equality?



2. What is discrimination?



3. The law



4. Who is protected?



5. When did the law start?



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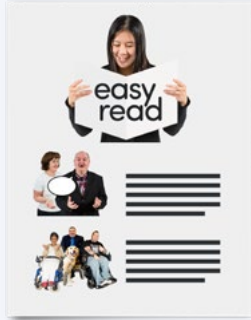
7. What treatment is against the law?



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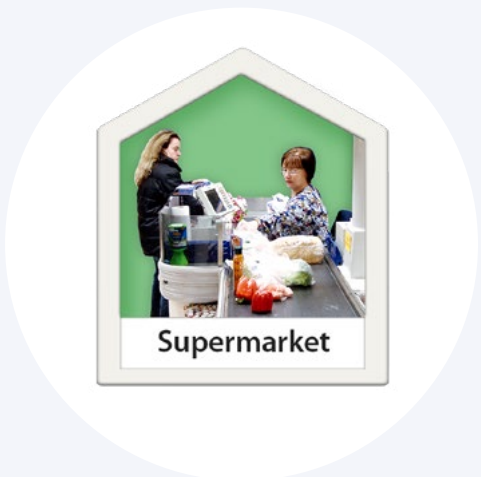
12. Planning how to make access better



13. When is it OK to treat people differently?



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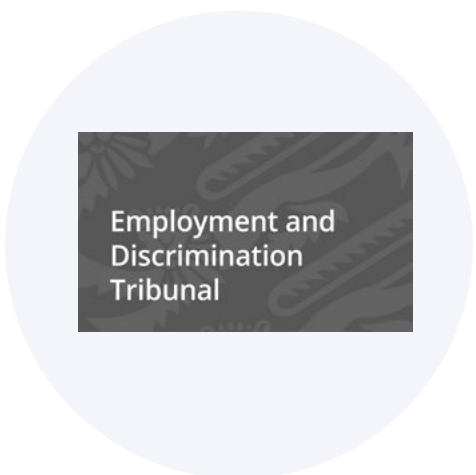
15. About goods and services



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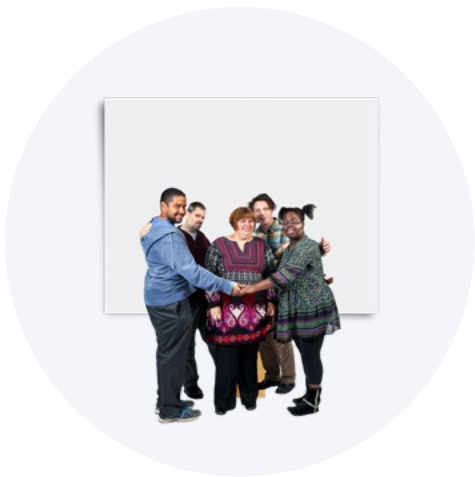
17. The Employment and Equal Opportunities Service



18. The Employment and Discrimination Tribunal (EDT)



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20. Making Guernsey fair and equal for everyone



21. The words list



Some words are in **bold**

If they are not explained in the text, there is a list of what they mean at the end of this booklet.

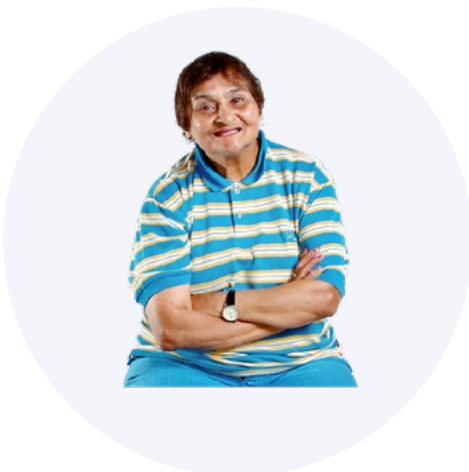


1. What is Equality?



Equality means everyone having the same chances to do what they can.

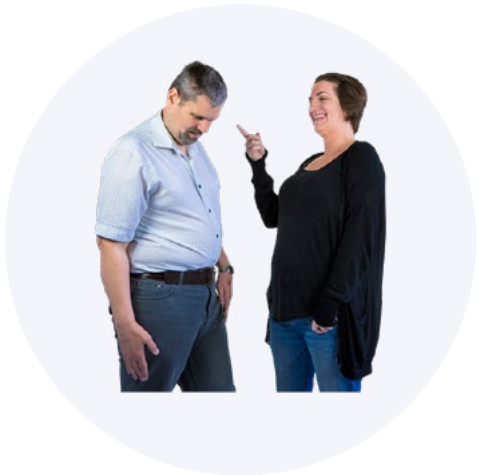
Some people may need extra help to get the same chances.



Equality is right. People enjoy life more if they are treated fairly.



2. What is Discrimination?



Discrimination is treating someone unfairly because of who they are, or where they come from, or what they believe.



3. The law



The States has brought in a new law to stop discrimination. It is called the **Prevention of Discrimination Ordinance**.

The new law says people cannot be treated unfairly because of who they are, or where they come from or what they believe.



4. Who is protected?

The law will protect someone from being treated unfairly. It might be because of their:



Race. The colour of someone's skin or where they come from



Religion or belief. Where someone has a different religion or a different belief.



Sexual orientation. Who someone is attracted to.



Disability. This is when someone has a long term condition which affects them. Long term means more than 6 months.



Carer Status. Someone who cares for someone else who has a disability.

These are known as the **Protected Grounds**.



5. When did the law start?

The law came in on the 1st October 2023. Some parts of the law will not start working until later.



6. What does the new law say?



Employers are people or companies who pay people to do work.



Service **providers** are organizations who give services to the public. They could be a bank, a shop or health service like the doctors or a hospital.

This law also applies to



Pre schools, schools and colleges,



clubs and associations and



people who rent or sell property such as landlords

The law says that people must not be treated unfairly because of a **Protected Ground**.



The law makes it easy for employers and providers to know what they must do.

It is against the law to treat someone unfairly when they:



Apply for a job;



Are at work;



Are an apprentice or training to do a job;



Want to use goods or services. This might be using buses or taxis or when they go shopping to buy things.



Are at school or college;



When they want to join a club or group; or



Buy or rent somewhere to live or to work.



7. What treatment is against the law?

The new law does not allow the following types of **discrimination**:

Direct discrimination

When a person with a protected ground is treated unfairly and someone without that protected ground is not treated unfairly.





Discrimination by association

When a person is treated less fairly than another person because of who they are with or who they care for.

Example

A woman is not given a job because she has a disabled daughter. Her employer assumes she will take lots of time off work to look after her daughter. This would be unfair treatment.



Indirect discrimination

When a rule is used for everyone. But the rule is unfair to a group of people or makes things difficult for them.



Discrimination arising from disability

When someone is treated unfairly because of something that happens because of their disability.



Example

A man has had a stroke, and this makes him mumble. He goes to a pub. The owner tells him to leave as he thinks the man is drunk. He tells the owner that he has a disability and is not drunk. The owner has to have a good reason to ask the man to leave. If he has no reason this could be discrimination.



Other actions that are also against the law:

Harassment

This is unwanted behaviour which makes someone upset, humiliates or embarrasses them.



Example

Teasing someone about their beliefs which upsets them.

Sexual Harassment

This is any form of unwanted sexual behaviour. It could be words or actions.

Example

This might be touching someone's body when they don't want you to.

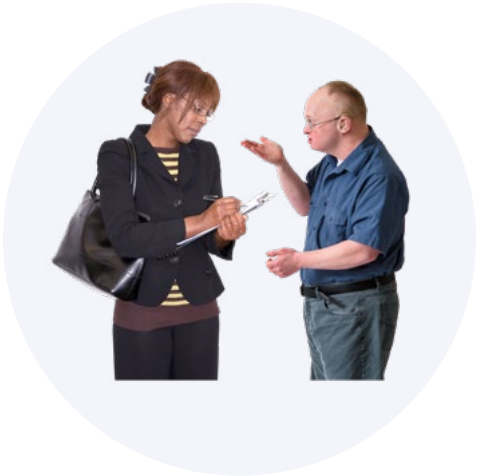


Victimisation

This is when someone is treated unfairly because they have made a complaint.



It might be that they have told someone they are thinking of making a complaint. Or it might be that they have helped someone else to make a complaint.



Adverts that discriminate

If an advert asks for someone who does not have a protected ground. That would be unfair if the job could be done by anyone.





Example

An advert asking for a man or woman to do a job when either could do it.



8. What changes can help disabled people?



An employer should make changes to make it easier for a disabled person to apply for a job or to do a job if it is reasonable to do so.

The change can make it easier for someone to do an interview.



Example

A person who cannot write quickly is allowed to use a computer for a test.



Example

An interview is organised in a downstairs room for someone who uses a wheelchair.

Service providers should make changes so that a disabled person can receive a service in the best way for them.



Example

A shop puts items on lower shelves for people to reach.



Example

An optician visits someone at home. The person finds it difficult to come into the shop.

These are examples of **reasonable adjustments**.



9. Who pays for a reasonable adjustment?



Sometimes making a reasonable adjustment will cost extra money. Employers and service providers should make changes that are reasonable.

Most of the time the disabled person isn't expected to pay for the change.



10. Making information easy for people to understand

People can ask for information in a way that they can understand. This can be in a large print or in easy-to-read words.

This is a **reasonable adjustment**.



11. When do reasonable adjustments have to be made?



Employers and providers should think about some changes to help disabled people.

Providing equipment that might help people should be thought about.



Some adjustments won't need to be made straight away.



If someone wants an adjustment to access education, it won't need to be made until later.



If someone wants a change to the physical structure of a building, it won't need to be made until later.



12. Thinking about how to make access better



Service providers will need to think about how easy it is for people to use their services.



This will include hospital services and schools.



13. When is it ok to treat people differently?



The new law will say there are times when it is ok to treat people differently.

This might be for different reasons.



Someone is treated differently, but it isn't because of one of the protected grounds.



Someone has applied for a job but even with a reasonable adjustment they can't do the main parts of the job.



A person who does not need a reasonable adjustment cannot complain about someone else being given an adjustment when they need it.



Example

A person has a learning disability and is allowed more time to do a test.



If there is a good reason to treat someone differently.

Example

A disabled person is allowed to use a staff toilet in a shop, but other people are not allowed to.



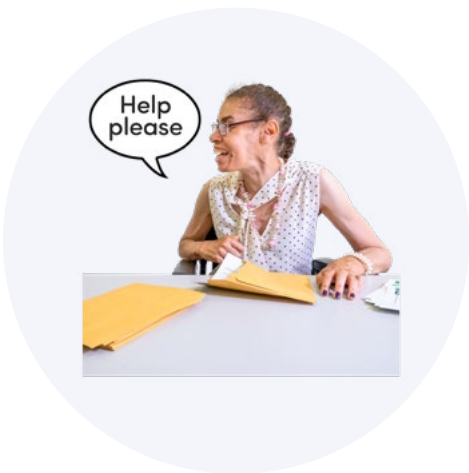
The law says it is ok to have clubs only for certain people. This could be a club for Portuguese people or a club for disabled people.



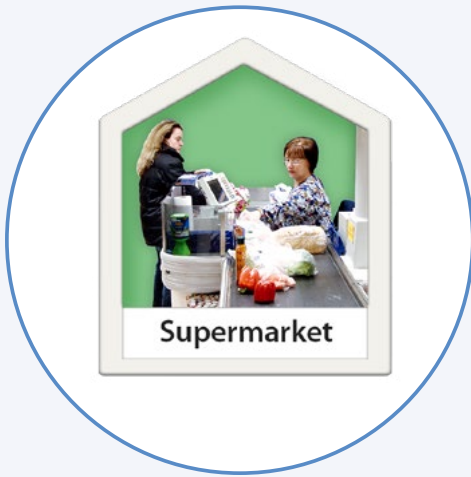
A person applies for a job. The employer can ask questions to check if they can do the job. They can ask the person about any support that they might need. That might be so they can do the interview or to do the job.



14. How does the new law protect people?



If you think you have been treated unfairly you can get help to sort it out. There are steps to follow if you think you were treated unfairly.



15. About goods and services



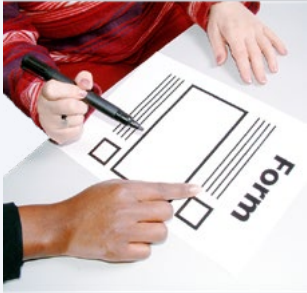
If you have been treated unfairly when buying goods or when accessing a service.



You need to write to them within 6 weeks of the date when you were treated unfairly. You should tell them what happened.



16. Employment



If you think your employer had treated you unfairly. You may want to write to them to tell them what happened.



You can ask the Employment and Equal Opportunities staff for advice.



17. Employment and Equal Opportunities Service




If the problem about the unfair treatment isn't sorted, you can contact the Employment and Equal Opportunities Service.

The staff will ask you what happened.



They help you talk to the person that did the unfair treatment. This is to try and sort out the problem. If this does not help, then they can help you with the complaints process.

The Service can also look into matters for you. They can tell a business or employer to stop the unfair treatment. They can tell them to put things right.

The logo consists of a blue circle containing a dark grey rectangle with the text "Employment and Discrimination Tribunal" in white. The background of the rectangle features faint, overlapping text from a document.

Employment and
Discrimination
Tribunal

18. The Employment and Discrimination Tribunal



The complaint would go to the Tribunal. They will listen to all the details and decide if you have been treated unfairly.



The Tribunal can tell an employer to put things right for a worker who was treated unfairly.

They can tell a service provider what they must do to sort out the problem.



19. What to do if you need more information or want to make a complaint.



Your carer or person who supports you might be able to help. There are charities that can also support you.



You can contact the Employment and Equal Opportunities service for help and advice.

Telephone 220226

Email enquiries@eeos.gg



20. Making Guernsey fair and equal for all

This booklet has shown how the new law will help many of the different groups of people who sometimes get treated unfairly.



People of different races.



Disabled people.



Carers of disabled people.



People with different religions or beliefs or someone who does not have a religion or belief.



Lesbian, gay and bisexual and straight people



The new law will make Guernsey a more fair and equal place for everyone to live and work.

This booklet has given an overview of the law. The law is quite complicated. If you have a complaint or issue you should contact the EEOS, who can help you.



21. What the words mean

Belief can be a belief about a religion, something else, or no belief at all.

Bisexual people are attracted to women and to men.

Equality is treating everyone fairly and making sure people have the same rights and chances in life no matter who they are, where they come from or what they believe.

Diverse or diversity means a mix of people. For example, men and women, young and old people, people of different races, disabled and non-disabled people.

Discrimination is being treated worse than other people because of who you are or where you come from.

Carers look after people who are too ill or disabled or old to look after themselves.

Disability is when a person has a long-term condition which affects them. Long term means more than 6 months.

Employers are people or companies that pay people to do work.

Employment and Discrimination Tribunal is a group of people who listen to all of the facts. They then decide if someone has been treated unfairly.

Exception is when it is ok to do things differently.

Gay men are attracted to other men.

Human rights are rights that should happen for everyone.

Lesbians are women who are attracted to other women.

Protected grounds are things about you where you come from. The law says you cannot be treated differently because of these things.

Race describes people who come from different places. They might have a different skin colour or have a passport from a different country.

Sexual orientation is who someone is attracted to.

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