

Discrimination Act 2010 (DA)

Equalities Act 2010 (EA)

Gender Recognition Act 2004 (GRA)

(Scotland different to England and Wales)

EA – 9 protected characteristics – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or sexual belief, sex and sexual orientation.

The above are grounds for discrimination which is against the law

Section 20 DUTY to make adjustments

Second requirement is where a physical feature puts a disabled person at a substantial disadvantage in relation to a relevant matter in comparison with persons who are not disabled, total such steps as it is reasonable to avoid the disadvantage

Section 22 Protects Gender Recognition Certificate holders' privacy of those whose transition would otherwise not be obvious

Section 26 - Harassment The Act outlines 3 types of harassment – unwanted conduct that has the purpose or effect of creating an intimidating, hostile, or offensive, degrading, humiliating environment for the complainant or violating the complainants dignity (THIS APPLIES TO ALL THE PROTECTED CHARACTERISTICS)

Who must comply with the EA 2010 - public and private organisations have a DUTY to comply. Individuals do not.

aGRA - Section 195(1) - creates a general exemption to enable sporting organisations to discriminate on the grounds of sex in relations to sporting activity and provides that sports can lawfully segregate where an activity is affected by gender. (See statement by UK Athletics on trans people participation and the Whyte Report in Gymnastics)

EA requires sports clubs and providers to make reasonable adjustments to services so that everyone has access and there is no exemptions for private clubs anymore.

Section 19 - was explicit that males who change their sex legally to female could be excluded from female sports.

4/7/2022 DEPT OF LEVELLING UP

All new public buildings should have separate male/female toilets

With the rise in gender neutral toilets there are safety concerns. The solution to this is to provide one or two unisex toilets so trans' can feel comfortable

