



EMPOWERING PEOPLE.



BUILDING SKILLS.



CREATING OPPORTUNITY.



YOUR RIGHTS MATTER.
EVERYONE DESERVES
TO BE TREATED FAIRLY.

This guide provides general information about equality, diversity and discrimination at work. Understanding your rights helps create a respectful, inclusive and safe workplace for everyone.



EQUALITY, DIVERSITY & WORKPLACE DISCRIMINATION



A respectful workplace is good for everyone.



WHY IT MATTERS

Everyone has the right to be treated fairly at work.

Employers have a legal responsibility to help prevent discrimination, harassment and victimisation in the workplace.



PROTECTED CHARACTERISTICS

The Equality Act 2010 protects people from discrimination because of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Everyone deserves equal opportunities.



TYPES OF DISCRIMINATION

Discrimination can include:

- **Direct discrimination** – being treated less favourably because of a protected characteristic.
- **Indirect discrimination** – when a policy or rule disadvantages certain people.
- **Harassment** – unwanted behaviour that violates someone's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.
- **Victimisation** – being treated unfairly because you have made or supported a discrimination complaint.



BULLYING & HARASSMENT

- Bullying is never acceptable.
- Some bullying may also be unlawful discrimination or harassment.
- Employers should take complaints seriously and investigate them promptly.

Respect creates better workplaces.



REASONABLE ADJUSTMENTS

If you have a disability, your employer has a legal duty to consider reasonable adjustments to remove or reduce disadvantages at work.

Examples include:

- Flexible working arrangements
- Specialist equipment
- Adjustments to duties
- Changes to the workplace
- Additional support or training



WHAT TO DO IF YOU EXPERIENCE DISCRIMINATION

- Keep a record of what happened.
- Speak to your manager if you feel able.
- Follow your employer's grievance procedure.
- Contact Acas for free workplace advice if needed.



Acas provides free, impartial advice for employees:
www.acas.org.uk



REMEMBER

Everyone deserves respect.



Know your rights.



Speak up if something isn't right.



Employers should create an inclusive workplace.



Support is available.



NEED SUPPORT?

Drae & Dre Collective CIC can help you understand your employment rights and signpost you to further support.



VISIT OUR WEBSITE
www.draeanddre.com



This guide provides general information and should not be taken as legal advice. It is based on current UK employment law for most adult workers (18+) in Great Britain. Some occupations and workers under 18 may have different legal entitlements. Employment law may change over time.



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