



Employment Discrimination laws seek to prevent discrimination based on race, sex, religion, national origin, physical disability, and age by employers. There is also a growing body of law preventing or occasionally justifying employment discrimination based on sexual orientation. Discriminatory practices include bias in hiring, promotion, job assignment, termination, compensation, and various types of harassment. The main body of employment discrimination laws is composed of federal and state statutes. The United States Constitution and some state constitutions provide additional protection with Equality, disability and the law. The legal definition of discrimination. Utilities: Search this website. The definition of discrimination varies under the Act depending on which protected characteristic is being considered. With regard to disability, the various types of discrimination which apply are: Direct discrimination (s.13 (1) and s.13 (3)). Where someone is treated less favourably because of his disability, than others would be treated. Direct discrimination is broad enough to cover instances where less favourable treatment is because of the person's association with someone disabled or where someone is incorrectly thought to have a disability. Example. A prospective student with a visual impairment is turned down for a place on a computer games design course.