

## **DISCRIMINATION - GENERAL**

Discrimination is unlawful on the following grounds:

- sex
- race
- disability
- sexual orientation
- religion or belief
- trade union membership/non-membership
- age (as of 2006)

To make it easier for you to understand your rights, we have provided a separate Factsheet for each of these grounds. It is important to remember that you have the right to bring a claim for discrimination from day 1 of your employment (or even if you are turned down for a job for a reason which is discriminatory).

It is also important to remember that if you wish to bring a claim for discrimination, you will usually need to pursue a grievance first with your employer – if you do not, the Employment Tribunal may not consider your claim.