Equality Act 2010
What's new & what's changed: at a glance

acas

Key

Characteristic covered in existing legislation – **no changes**	
Characteristic covered in existing legislation – but some **changes**	Changes
Characteristic not covered in existing legislation – **now covered**	New
Characteristic not covered in existing legislation – still **not covered**	

	Age	Disability	Gender Reassignment	Race	Religion or Belief	Sex	Sexual Orientation	Marriage & Civil Partnership	Pregnancy & Maternity
Direct discrimination Someone is treated less favourably than another person because of a protected characteristic (PC)									
Associative discrimination Direct discrimination against someone because they associate with another person who possesses a PC	New	New	New			New			
Discrimination by perception Direct discrimination against someone because the others think they possess a particular PC		New	New			New			
Indirect discrimination Can occur when you have a rule or policy that applies to everyone but disadvantages a particular PC		New	New						
Harassment Employees can now complain of behaviour they find offensive even if it is not directed at them	Changes	Changes	Changes	Changes	Changes		Changes		
Harassment by a third party Employers are potentially liable for harassment of their staff by people they don't employ	New	New	New	New	New		New		
Victimisation Someone is treated badly because they have made/ supported a complaint or grievance under the Act	Changes	Changes	Changes	Changes	Changes	Changes	Changes	Changes	Changes