

Suspected disability discrimination

Advice sheet

For members who feel they are being treated unfairly due to a health condition or disability.

Key rights

- **The Equality Act 2010:** Protects you from discrimination. A disability is defined as a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.
- **Reasonable adjustments:** Employers have a legal duty to make reasonable adjustments to help you do your job (e.g., providing ergonomic equipment, adjusting your caseload, or allowing extra breaks).

Steps for BDA members

1. **Keep a record:** Document dates, times, and details of any incidents or conversations that felt discriminatory.
2. **Request adjustments:** Formally request any adjustments you need. You may wish to involve Occupational Health.
3. **Seek early advice:** Discrimination cases can be complex. Contact the BDA Trade Union early. They provide expert advice on whether your situation meets the legal threshold for discrimination and can represent you in grievances or disciplinary meetings related to your health.