

DISABILITY DISCRIMINATION ACT

The Disability Discrimination Act 1995 (DDA 1995)

The Disability Discrimination Act (DDA) 1995 aims to end the discrimination that many disabled people face. This Act gives disabled people rights in the areas of:

- employment
- education
- access to goods, facilities and services
- buying or renting land or property

The Act also allows the government to set minimum standards so that disabled people can use public transport easily.

The Disability Discrimination Act 2005 (DDA 2005)

In April 2005 a new Disability Discrimination Act was passed by Parliament, which amends or extends existing provisions in the DDA 1995, including:

- making it unlawful for operators of transport vehicles to discriminate against disabled people
- making it easier for disabled people to rent property and for tenants to make disability-related adaptations
- making sure that private clubs with 25 or more members cannot keep disabled people out, just because they have a disability
- extending protection to cover people who have HIV, cancer and multiple sclerosis from the moment they are diagnosed
- ensuring that discrimination law covers all the activities of the public sector
- requiring public bodies to promote equality of opportunity for disabled people

Some of the new laws - including the increased protection for people who have HIV, cancer and multiple sclerosis - came into force in December 2005.

Text from Directgov

DEFINITION OF DISCRIMINATION

The Disability Discrimination Act (DDA) was passed in 1995 to introduce new measures aimed at ending the discrimination which many disabled people face in their everyday lives.

Under the DDA, discrimination occurs where:

- a disabled person is treated less favourably than someone else
- the treatment is for a reason relating to the person's disability
- the treatment cannot be justified

In some situations, less favourable treatment may amount to "direct discrimination" and this cannot be justified.

Discrimination may also occur where:

- there is a failure to make a reasonable adjustment for a disabled person

There are also measures in the DDA covering harassment and victimisation.

A person with a physical or mental impairment which has a substantial and longterm adverse effect on his ability to carry out normal day-to-day activities.