

Ways people can be discriminated against:	What this means:
Indirect discrimination	When an organisation has a particular policy or way of working that has a worse impact on disabled people compared to people who are not disabled
Direct discrimination	When someone is treated worse than another person in a similar situation because of disability
Failure to make reasonable adjustments	When an employer or organisation does not make appropriate changes to make the needs of disabled people easier.
Discrimination arising from disability	Being treated badly because of something connected to a disability, such as having an assistance dog or needing time off for medical appointments.
Harassment	When someone treats a disabled person in a way that makes them feel humiliated, offended or degraded.
Victimisation	Treating a disabled person badly because they have made a complaint of discrimination.