

If so, you may have the right to make a complaint to an industrial tribunal or court. Free and confidential information and advice on making a complaint (including time limits) is available from the equality commission

www.equalityni.org

Equality Commission details



Enquiry line 028 9089 0890



Text phone: 028 9050 0589



Fax: 028 9024 8687



Email: information@equalityni.org

Website www.equalityni.org

This leaflet is available in alternative formats on request from the Equality Commission for Northern Ireland.

www.equalityni.org



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MENTAL ILL HEALTH YOUR EQUALITY RIGHTS

**YOU ARE NOW
COVERED**



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The Disability Discrimination Act (DDA) says a disabled person is someone with 'a physical or mental impairment which has a substantial and long-term adverse effect on his ability to carry out normal day-to-day activities'.

Examples include: mental health conditions or learning difficulties. People with mental health conditions do not have to prove they are 'clinically well recognised' from the 31st of October 2007. People with these impairments are likely to have rights under the Disability
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Discrimination Act (DDA) to protect them from discrimination. However, only the courts can say if a particular individual is defined as disabled under the legislation. Contact the enquiry line at the Equality Commission for Northern Ireland for advice and information.

Have you been unfairly treated in employment, as a member of trade union, in education or accessing goods, facilities, services or premises because you have or had mental ill health?

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Have you been

- Not short listed for a job
- Refused a job
- Denied reasonable adjustments (e.g. Time off for treatment)
- Employed on less favourable terms
- Denied access to training (e.g. For health and safety reasons)
- Dismissed from a job
- Refused a reference
- Subjected to harassment

because you have or had mental ill health?

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Have you been

- Refused treatment
- Given less favourable treatment
- Refusal of reasonable adjustments when accessing a service (e.g. refused a place on a housing list)

Because of you have or had mental ill health?

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