

Getting Help

You may be able to get free legal advice and representation from a law centre. If you are on a low income you may be able to get free help from a local firm of solicitors. It is always best to get help as soon as possible.

If you live in Govanhill you may be able to get free help from Govanhill Law Centre.

Contact Details

Govanhill Law Centre
168 Butterbiggins Road
Govanhill
Glasgow
G42 7AL

Telephone: 0141 433 2665

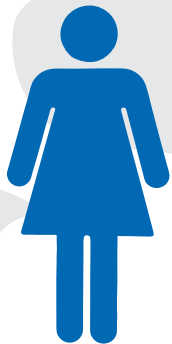
Fax: 0141 433 2984

GOVANHILL
LAW
CENTRE

EMPLOYMENT RIGHTS: SEX DISCRIMINATION



Govanhill Law Centre is part of Govan Law Centre Trust, an independent community controlled organisation. Registered Charity No. SCO30193. It's legal work is undertaken by the independent legal practice of Dailly & Co. Solicitors, a partnership between Mike Dailly and Iain Nisbet. It is funded by the Scottish Government and receives financial support from Govanhill Housing Association, Govanhill Community Development Trust, Oxfam and UNISON.



DISCRIMINATION AT WORK

Sex Discrimination

It is against the law for an employer or agency to discriminate against you because of your sex or because you are married.

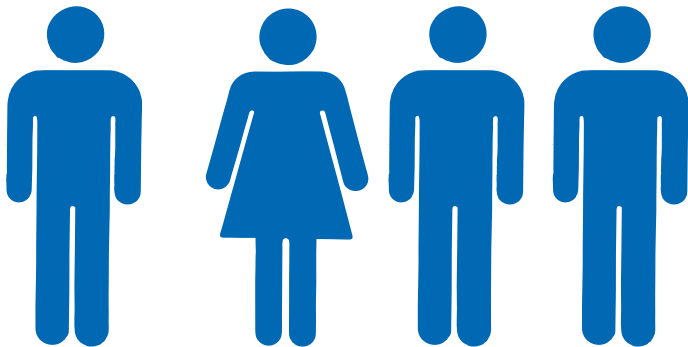
The discrimination can be “direct” or “indirect”, deliberate or accidental. If someone is disadvantaged at work because of their sex, marital status or gender, it is unlawful. And the employer should stop the discrimination.

Sex discrimination laws cover almost all types of workers. They apply to both men and women, and all types of organisations in the UK.

The laws against discrimination at work cover every part of employment. This includes recruitment, terms and conditions, pay and benefits, status, training, promotion and transfer opportunities, right through to redundancy and dismissal.

There are four main kinds of discrimination:

- **Direct Discrimination** - treating you differently because of your sex (e.g. paying men more than women for doing the same job, sacking a woman because she is pregnant)
- **Indirect Discrimination** - putting you at a disadvantage because of certain working practices or rules (e.g. setting a minimum height which may discriminate against women)
- **Harassment** - participating in, allowing or encouraging behaviour that offends someone or creates a hostile atmosphere (e.g. making sexist jokes at work)
- **Victimisation** - treating someone less favourably because they've complained or been involved in a complaint about sex discrimination (e.g. taking disciplinary action against someone for complaining about discrimination against themselves or another person)



Employers who don't stop sex and gender discrimination, harassment and bullying by their employees may be breaking the law.

You should seek advice immediately.