



Equality Act 2024

An Act to make provision to reduce socioeconomic inequality.

First presented to the Royal College of Elmwycke on Monday 15th April, 2024.

Authored by Larry Martin.

Contents:

Schedule 1: Protected Characteristics	4
Schedule 2: Prohibited Conduct	5
Schedule 3: Adjustments for disabled people.....	7
Schedule 4: Gender Identity	8
Schedule 5: Definition of offences.....	9

Schedule 1: Protected Characteristics

1. The following characteristics are protected characteristics:

age;

disability;

economic status;

gender identity;

maternity;

pregnancy;

paternity;

race;

relationship status;

religion;

sexual orientation.

Schedule 2: Prohibited Conduct

1. A person (A) will be considered to have discriminated against another person (B), if, because of a protected characteristic, A treats B in a manner less favourable than others.
2. The segregation of one person from a group of others shall be considered less favourable treatment.

If the protected characteristic is gender identity, less favourable treatment shall extend to include:

- a. Where A uses incorrect pronouns to refer to B, to intentionally cause B distress;

or;

- b. Where A refers to B by a previously used name, to intentionally cause B distress;

or;

- c. Where A less favourably treats B because B is breast-feeding.

3. A person (A) will be considered to have discriminated, in relation to a protected characteristic, against another person (B), if A applies a provision unto B which:
 - a. A applies, or would apply, to people with whom B does not share the characteristic;

and;

b. Puts, or would put, people with whom B shares the characteristic at a particular disadvantage compared to those whom B does not share the characteristic;

and;

c. It puts, or would put B at that disadvantage.

Schedule 3: Adjustments for disabled people

1. Where the practice of a person, A, puts a disabled person at a disadvantage in relevant matters and relation to a person who is not disabled, A has a duty to take reasonable steps to avoid the disadvantage.
2. Where a physical feature puts a disabled person at a disadvantage in relevant matters and relation to a person who is not disabled, A has a duty to take reasonable steps to avoid the disadvantage.
3. Where a lack of provision for an auxiliary aid puts a disabled person at a disadvantage in relevant matters and relation to a person who is not disabled, A has a duty to take reasonable steps to avoid the disadvantage.
4. Divulgeable information requested from the Government of Elmwycke must be provided in an accessible format.

Schedule 4: Gender Identity

1. A person wishing to express a change in gender identity may request to the Government of Elmwycke for a legal change of gender identity.
2. The Government of Elmwycke must uphold any request for a legal change of gender identity.
3. The Government of Elmwycke may not disclose a request for a legal change of gender identity to any third party.

Schedule 5: Definition of offences

1. A person commits a Section A offence if they breach sections 2(a) and 2(b) of Schedule 2 of this Act.
2. A person commits a Section C offence if they breach any other section of this act.