

Being discriminated against

By law, being 'discriminated against' is when you're treated unfairly because of any of the following:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy or maternity
- race
- religion or belief
- sex
- sexual orientation

These are known as 'protected characteristics'. It's against the law for anyone to treat you unfairly because of any of them.

For example, your manager stops you from applying for promotion because of your sex.

There are very rare times when discrimination can be allowed under the law due to the nature of the job, or a practice or arrangement in the organisation.

[Find out more about discrimination at work.](#)

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