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Disability discrimination and the law

The section will tell you a little more about your rights under the Disability Discrimination Act 2005.

The Disability Discrimination Act (DDA) is a set of laws written by the government and it basically tells people that disabled people should be treated fairly in all areas of life.

It is hard to comment on your particular case so if you have any questions on how the DDA affects you, you should contact your local Citizens Advice Bureau or the Commission for Equality and Human Rights. You can find their details below or in our contacts section.

Sometimes it can be hard to see disability. Disabilities can be hidden. You might be able to walk and talk the same as everyone else but your ABI could be affecting you in ways people can't see, like terrible headaches or problems with your memory. Your GP will be able to help if you are unsure if you have a disability.

Disability discrimination at work

Accessibility

Employers have to make 'reasonable adjustments' to make sure that disabled people can physically get into the building. This is for employees and customers too. If you use a wheelchair, you will see that lots of newer buildings have accessibility ramps which means you can get into the building in your wheelchair. Older buildings should have an accessibility plan in place to make sure you can get into the building.

Employment

It is illegal to refuse someone employment based on their disability. If you can show you can do the job, employers have to consider your application. More importantly, employers have to consider how they can help you work too. Maybe they can provide you with a special seat or allow you to work from home.

You can't be refused work on the grounds that you are disabled (unless the role demands full physical fitness like the army).





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Further help

If you require any additional information you should contact the Equality and Human Rights Commission:

www.equalityhumanrights.com

Or call their helpline: 0845 622 633.

You can also find out more information from the Department of Work and Pensions:

www.dwp.gov.uk/employers/dda



aboutbraininjury.org.uk