Equality and Human Rights Commission

- The Equality and Human Rights Commission replaced the Disability Rights Commission (DRC) in 2007 and is an independent body established to eliminate all kinds of discrimination on grounds of race, sexual orientation, gender, religious belief and disability and to promote equality of opportunity.

- Disability covers everyone who has a physical, sensory or mental impairment, which seriously affects their day-to-day activities.

- If you have a physical or mental impairment, you have specific rights that protect you against discrimination. Employers and service providers are obliged to make adjustments for you.

The new Equality and Human Rights Commission established under the Equality Act 2006 opened on 1 October 2007. It is an amalgamation of the three previous commissions the Equal Opportunities Commission, the Commission for Racial Equality, and the Disability Rights Commission. The new commission is working to eliminate discrimination, reduce inequality, protect human rights, and to build good relations, ensuring that everyone has a fair chance to participate in society.

The Disability Discrimination Act (DDA) 1995 aims to end the discrimination that many disabled people face. This Act has been significantly extended, particularly by the Disability Discrimination Act 2005. It now gives disabled people rights in the areas of:

- employment
- education
- access to goods, facilities and services
- buying or renting land or property, including making it easier for disabled people to rent property and for tenants to make disability-related adaptations

The Act now requires public bodies to promote equality of opportunity for disabled people. It also allows the government to set minimum standards so that disabled people can use public transport easily.

What the Equality and Human Rights Commission does for people with disability

- provides an advice and information service for disabled people, employers and service providers
- supports disabled people in securing their rights under the Disability Discrimination Act (DDA)
- helps solve problems – achieving solutions, often without going to court or employment tribunal
- supports legal cases to set new precedents and test the limits of the law
- provides an independent Disability Conciliation Service for disabled people and service providers through Mediation UK
- campaigns to strengthen the law so that it works better and protects more disabled people
- organises campaigns to change policy, practice and awareness so that disabled people get a fairer deal
- puts on events and conferences to raise public awareness
- produces publications about rights for disabled people and good practice for employers and service providers
- publishes policy statements and research on issues that affect disabled people

You can contact the EHRC in the following ways:

Website www.equalityhumanrights.com

England	Wales	Scotland
Equality and Human Rights Commission Disability Helpline (England) FREEPOST MID02164 Stratford upon Avon CV37 9BR Telephone: 08457 622 633 Textphone: 08457 622 644 Fax: 08457 778 878	Equality and Human Rights Commission Helpline Wales Freepost RRLR-UEYB-UYZL 1st Floor, 3 Callaghan Square Cardiff CF10 5BT Telephone: 0845 604 8810 Textphone: 0845 604 8820 Fax:0845 604 8830	Equality and Human Rights Commission Helpline Scotland Freepost RRLL-GYLB-UJT A The Optima Building 58 Robertson Street Glasgow G2 8DU Telephone : 0845 604 5510 Text phone: 0845 604 5520 Fax :01 41 228 591

The Equality and Human Rights Commission provides advice to organisations and individuals. Examples of the type of information include:

As a ***service provider*** you should ensure that all customers are able to use your service effectively. The Disability Discrimination Act 1995 requires a service provider not to treat a disabled person less favourably unless a justifiable reason specified in the Act (e.g. Health and Safety) can be given for the treatment; and to make reasonable adjustments where a disabled person finds it impossible or unreasonably difficult to make use of the service.

As ***an individual,*** an employee is not legally obliged to declare a disability to an employer or prospective employer. Naturally people will be reluctant to disclose their disability to a prospective employer fearing this will result in the failure of their job application. However, disclosure can help to alert employers to a person's particular needs and thereby facilitate the provision of reasonable adjustments during the recruitment process, which otherwise may not be provided because of the prospective employer's lack of knowledge of disability. If a prospective employer is aware of a job applicant's disability but fails to make adjustments, a claim of failure to make reasonable adjustments could be made.

Relevant Referrals

- The Disability Unit in the Department of Work and Pensions
  www.dwp.gov.uk Tel: 0800 882200
- The TUC
  www.worksmart.org.uk addresses disability rights
- The Employers' Forum on Disability
  www.employers-forum.co.uk Tel: 020 7403 3020
- RADAR, the Royal Association for Disability and Rehabilitation
  www.radar.org.uk Tel: 020 7250 3222
- www.disableddirect.co.uk brings together all aspects of life with either a prevalent disability or a debilitating condition into a single location

Relevant Information

- BackCare Factsheet
  DWP and Access to Work, Patients' Rights
- BackCare Booklets
  Back in the Office, Basic Back care

Information sheets made available by BackCare are provided for information only and should not be considered as medical recommendations or advice. Medical information is often controversial and continually changing. BackCare is not responsible for errors or omissions in the information. Some of the information may come from outside of the UK. This means, for example, that some of the drug names may be different, and the sources of help quoted are not available in the UK. Please consult your GP or Specialist to discuss any specific concerns or if you are considering changing treatment in any way eg adding dietary supplements or different exercise routines.
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