

# EQUALITY

## Glossary of Key Terms

Unless otherwise stated, terms within this Glossary relate to the Isle of Man Equality Act 2017 (the “Equality Act”).

| Key Term                          | Definition  | Equality Act 2017                                |
|-----------------------------------|---|--|
| <b>Association Discrimination</b> | The definition of direct discrimination is broad enough to cover cases where the less favourable treatment is because of the victim’s (B) association with someone who has that characteristic (for example, is disabled), or because B is wrongly thought to have it (for example, a particular religious belief). | Section 14 (application established in case law) |
| <b>Combined Discrimination</b>    | Person (A) discriminates against a person (B) if, because of a combination of two relevant protected characteristics, A treats B less favourably than A treats or would treat a person who does not share either of those characteristics.  | Section 15                                       |
| <b>Direct Discrimination</b>      | A type of discrimination that occurs where, because of a protected characteristic, a person (A) treats another (B) less favourably than A treats or would treat others.   | Section 14                                       |
| <b>Harassment</b>                 | A engages in unwanted conduct related to a protected characteristic (or of a sexual nature) that has the purpose or effect of violating B’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for B.  | Section 27                                       |
| <b>Indirect Discrimination</b>    | A type of discrimination that occurs where A applies to B an apparently neutral provision, criterion or practice that A would apply equally to others, but which puts or would put those who share B’s protected characteristic at a particular disadvantage.   | Section 20                                       |
| <b>Perception Discrimination</b>  | This is direct discrimination against an individual because others think they possess a particular protected characteristic. It can apply even if the person does not actually possess the characteristic.  | Section 14 (application established in case law) |

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| Key Term                        | Definition   | Equality Act 2017       |
|---------------------------------|--|-------------------------|
| <b>Protected Characteristic</b> | Under the Equality Act there are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.   | Section 5 to Section 13 |
| <b>Victimisation</b>            | Where a person (A) treats another person (B) unfavourably because A knows or suspects B has done or intends to do a protected act.   | Section 28              |
| <b>Protected Act</b>            | <p>A 'protected act' is:</p> <ul style="list-style-type: none"> <li>• Making a claim or complaint of discrimination under the Equality Act.</li> <li>• Giving evidence or information in connection with proceedings under the Equality Act.</li> <li>• Making an allegation (whether or not express) that you or someone else has breached the Equality Act.</li> <li>• Doing any other thing for the purpose of or in connection with the Equality Act.</li> </ul> | Section 28 (2)          |

The following phrases are not defined within the legislation; however their normal meaning is set out below.

|                         |  |
|-------------------------|--|
| <b>Stereotype</b>       | A stereotype is an exaggerated belief, image or distorted truth about a person or group.   |
| <b>Unconscious Bias</b> | Unconscious biases are simply our people preferences. It is in our DNA to favour those who look like us, sound like us and share common interests. |