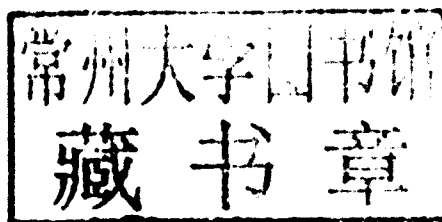


discrimination
and the law

Malcolm Sargeant

Discrimination and the Law

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Preface

This book is intended to be a broad introduction to discrimination and the law. It includes a lot of UK and EU material and is focused, although not exclusively, on discrimination in the workplace.

Like all my books I have tried to write about the law in a way that can be understood by non-law students as well as those who study law. This book has been written for students who are new to the subject and who are probably studying law, HRM, business and management, and so on.

An understanding of discrimination law is an essential piece of knowledge for many people at work and I hope that this book provides that understanding.

Malcolm Sargeant

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Glossary of Acronyms

BAME	Black, Asian and Minority Ethnic
BIS	Department for Business, Innovation and Skills
CJEU	Court of Justice of the European Union
DDA	Disability Discrimination Act 1995
DWP	Department for Work and Pensions
EAT	Employment Appeal Tribunal
ECJ	European Court of Justice
EHRC	Equality and Human Rights Commission
EIRO	European Foundation for the Improvement of Living and Working Conditions
EPA	Equal Pay Act 1970
ERA	Employment Rights Act 1996
ET	Employment Tribunal
EU	European Union
FTSE	Financial Times and the London Stock Exchange
IRLR	Industrial Relations Law Reports
LGB(T)	Lesbian, gay, bisexual (and transgender)
MPL	Maternity and Parental Leave etc. Regulations 1999
MSHW	Management of Health and Safety at Work Regulations 1999
NEET	Not in employment, education or training
ODI	Office for Disability Issues
OECD	Organisation for Economic Co-operation and Development
OHS	Occupational Health and Safety
RRA	Race Relations Act 1976
SDA	Sex Discrimination Act 1975
TEU	Treaty on European Union
TFEU	Treaty on the Functioning of the European Union
TFR	total fertility rate
UNDHR	United Nations Declaration of Human Rights

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